



Babysitting Policy

Wise Owls Nursery does not provide a babysitting service outside of normal operating hours. However, we recognise that parents and staff may choose to enter into private babysitting arrangements. This policy clarifies the nursery's position regarding such arrangements. Please also refer to our Safeguarding and Child Protection Policy.

Private Arrangements

- All babysitting arrangements between parents and staff must be organised through the Bubble app.
- Any agreement made is strictly between the staff member and the family. Wise Owls Nursery is not responsible for these arrangements.
- Staff undertaking babysitting are not covered by the nursery's public liability insurance. Cover is provided through Bubble, and any claims must be directed to them.
- The nursery accepts no responsibility for health and safety matters, conduct, grievances or disputes arising from private babysitting arrangements.
- Out-of-hours work must not interfere with the staff member's employment responsibilities at the nursery.

Safeguarding and Professional Conduct

- Staff must continue to adhere to the Confidentiality Policy, Data Protection legislation and the Staff Code of Conduct. Nursery matters, children, families or colleagues must not be discussed.
- Any safeguarding concerns identified while babysitting must be reported directly to Front Door for Families (01273 290400) in line with statutory safeguarding guidance.
- If an allegation is made about a staff member in relation to babysitting, this must be reported to the Local Authority Designated Officer (LADO) in accordance with statutory guidance and local procedures.
- Staff must ensure they have appropriate vehicle insurance, MOT, and legally compliant child restraints if transporting a child.

Compliance

Through the Bubble app, staff are required to complete identity and background checks, including DBS verification.

This policy ensures clear professional boundaries are maintained while safeguarding children, staff and the nursery.



Written	April 2020
Written by	Laura Bryson
Reviewed	June 2021 – LB March 2022 - LB March 2024 - LB May 2025 – LB Feb 2026 – AH