



Babysitting Policy

We do not provide a babysitting service outside our normal operating 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 Policy.

- Parents and nursery staff are required to use the Bubble babysitting app to arrange and book any childcare outside of Wise Owls.
- For more information or to join Bubble, please click on the link: <https://joinbubble.com>
- The nursery is not responsible for any private arrangements or agreements that are made, such agreements are between the staff member and family.
- Through the Bubble app, staff are required to take part in identity and background checks and have their DBS verified.
- We will not take responsibility for any health and safety or issues, conduct, grievances or any other claims arising out of the staff member's private arrangements outside of nursery hours.
- The member of staff will not be covered by Wise Owls public liability insurance whilst babysitting as a private arrangement. However, staff will be covered by Bubble's public liability insurance and any claims will need to be carried out by contacting Bubble.
- Out-of-hours work arrangements must not interfere with the staff member's employment at the nursery.
- All staff are bound by contract of the Confidentiality Policy and Data Protection Act that they are unable to discuss any issues regarding the nursery, other staff members, parents or other children.
- Any safeguarding concerns brought to the attention of staff when working at the family's home will need to be reported directly to Front Door For Families by the staff member. The advice line for FDFF is 01273 290400.
- Any concerns brought to the attention of parents regarding the conduct of staff whilst babysitting should be reported to the The Local Authority Designated Officer (LADO) who is responsible for the oversight and management of allegations made against employees. The contact number for the LADO at Brighton and Hove City Council is 01273295643.
- It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting them in a car.

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