



## Safeguarding and Welfare Requirement: Staff Qualifications, Training, Support and Skills

Providers must ensure that all staff receive induction training to help them understand their roles and responsibilities.

## Baby Sitting, Out of Hours Care and Nanny Care Policy

### Policy statement

The nursery doesn't offer a babysitting service out of our hours. However, we understand that parents sometimes ask the nursery team to babysit for their children. This policy aims to clarify some points regarding this private arrangement between staff and parents/ carers.

### Procedure

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 member's employment at the Nursery.<sup>7</sup>

Confidentiality of employment must 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 and safety or other issues that may arise from these private arrangements

The nursery has a duty to safeguard all children whilst on our premises and in the care of our staff, but this duty does not extend to private arrangements between staff and parents/carers outside of nursery hours.

If the staff member is to take your child out of nursery at the end of their session, the Manager will need written parental permission.

Staff cannot care for children who are registered with the nursery or have been registered with the nursery during working nursery hours.

If a staff member were to terminate their employment to care for a child who was or is registered with the nursery then the staff member and the parent of the child will be charged for 6 months of fees (amount based on individual child's monthly fees).

This policy was adopted by	Peekaboo Childcare (Torquay) Ltd	<i>(name of provider)</i>
On	22/04/2015	<i>(date)</i>
Date to be reviewed	12/11/2020	<i>(date)</i>
Signed on behalf of the provider		
Name of signatory	Alexandra Morton	
Role of signatory (e.g. chair, director or owner)	Director and Designated Person	