

Baby Sitting Policy

At Raised In, we do not provide a babysitting service outside of our normal operating hours. However, we understand that parents sometimes ask the Raised In nursery team to privately babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between the Raised In team and parents/carers.

The nursery is not responsible for any private arrangements or agreements that are made; this is between the team member and the family.

We have rigorous recruitment and suitability processes in place to ensure that we employ competent and professional members of the Raised In team and uphold our duty to safeguard children whilst on our premises and in the care of our nursery teams. This procedure includes interviews, references, full employment history and DBS checks as well as several other processes.

Whilst in our employment all Raised In team members are subject to ongoing supervision, observations and assessments to ensure that standards of work and behaviour are maintained in accordance with our policies. We have no such control over the conduct of our team outside of their position of employment and accept no responsibility for a team member's actions when they are outside their employment with Raised In.

Out-of-hours work arrangements must not interfere with the team member's employment at Raised In.

All Raised In team members are bound by a contract of our Data Protection and Confidentiality Policy and Data Protection Act that they are unable to discuss any issues regarding Raised In, the nursery, other team members, parents/carers or other children.

Raised In has a duty to safeguard all children whilst on our premises and in the care of our team, however, this duty does not extend to private arrangements between the team and parents/carers outside of nursery hours. Should a team member in a private arrangement outside of their employment hours have concerns, they should independently report this to the LADO team on 0117 903 7795 or the police.

If a team member is to collect the child at the end of that child's nursery session (which may not be the end of a nursery day) the Nursery Manager will require written permission from the parent/carer, this can be via email.

Signed: Nicola Brimble, Head of Nursery

Date: 20 December 2023

Review Date: December 2024

This Policy links to: Data Protection and Confidentiality Policy