



1.10 Babysitting and Nannyng

Cringleford Crackerjacks has a duty to safeguard all children and adults while on our premises and whilst in the care of our staff. If staff are caring for children at parents' homes, outside of Crackerjacks' hours or premises, we cannot be responsible for any issues that may arise or guarantee the safety of children.

If a staff member agrees to babysit for a child attending Crackerjacks, arrangements must be made between the staff member and parents outside of Crackerjacks working hours. The Manager must be advised if a private babysitting arrangement has been made between a staff member and a parent of a child attending Crackerjacks.

Parents and staff members should consider the following points:

- Parents should make their own checks on the babysitter's suitability
- Whilst staff will have had the appropriate vetting checks to work at Crackerjacks, other accompanying adults may not.
- Staff should be aware that babysitting must not interfere with their working hours, hinder working relationships at the setting or affect their relationship with the child or other children.
- No breach in confidentiality by staff whilst babysitting will be tolerated, and any breach will result in disciplinary action being taken.
- Staff have a duty to report any safeguarding concerns in and outside of work.
- Parents should be aware that only issues to do with safeguarding concerns or breaches in confidentiality will be dealt with by Crackerjacks. Other problems should be dealt with privately.
- No member of staff will be allowed to take a child away from the setting unless they are a named person on the child's records or written permission from the parent has been given.
- Staff members are not permitted to be a key person to a child for whom they babysit. This is to ensure that professional boundaries are maintained and to ensure fairness and consistency for all.

Previous babysitting arrangements

If a member of staff has had a private babysitting agreement with a family before their child starts to attend Crackerjacks, that member of staff will not be able to be a key person for that child, even if they were a key person for the child's older sibling(s). This is to ensure that professional boundaries are maintained.

This policy was adopted at a meeting:	
Held on	Date
Date to be reviewed	Date
Signed on behalf of the Committee	
Name of signatory	
Role of signatory (e.g. Chair)	