

# **Beetley and District Preschool**

Registered Charity: 1181636

## **SAFEGUARDING**

### **Babysitting**

#### **Purpose of the Policy**

This policy outlines the Preschool's position regarding staff babysitting for children outside operational hours. It ensures that safeguarding responsibilities remain clear and that boundaries between professional duties and private arrangements are maintained.

#### **Statement of Commitment**

Beetley & District Preschool is committed to providing high-quality care and education and to safeguarding and promoting the welfare of all children and young people. The Preschool does **not** provide a babysitting service outside its operational hours.

#### **Private Arrangements**

We recognise that parents and carers may, on occasion, ask Preschool staff to babysit for their children outside of working hours. Any such arrangements are entirely private agreements between the staff member and the parent/carer. The Preschool is not responsible for these arrangements and accepts no liability for actions, conduct, or incidents that occur outside Preschool employment.

#### **Staff Suitability and Safeguarding Context**

All Preschool staff undergo robust recruitment checks—including DBS checks, interviews, reference verification, and qualification checks—and they are continuously supervised and monitored while performing their duties at the Preschool. However, these safeguarding controls do not extend to private babysitting arrangements outside of work. Therefore, the Preschool's duty to safeguard children only applies during Preschool hours and on Preschool premises.

#### **Collecting Children for Babysitting**

If a staff member is to take a child directly from Preschool at the end of a session for babysitting purposes, the Manager must receive written permission from the parent or carer. Parents must be aware that neither the staff

member nor the child is covered under the Preschool's insurance during private babysitting arrangements.

## Impact on Employment

Staff must ensure that any out-of-hours babysitting commitments do not affect their role, responsibilities, conduct, or performance within the Preschool. Private work must never interfere with contracted duties.

## Confidentiality and Professional Boundaries

All staff are bound by the Preschool's Confidentiality Policy and Data Protection Policy. Staff must **not** discuss Preschool matters—including information about children, families, staff members, or the Preschool's business—when undertaking private babysitting. If a staff member discusses confidential information or breaches confidentiality regarding children, families, staff or the preschool, this may be treated as gross misconduct.

## Related Policies

This Babysitting Policy should be read alongside the following Preschool policies:

- Standards of Behaviour for Staff
- Confidentiality Policy
- Safeguarding and Child Protection Policy
- Data Protection Policy

## Monitoring and Review

This policy and all related policies will be reviewed annually or sooner if required by changes in legislation, statutory guidance, or following a safeguarding incident.

- **Policy reviewed on:** 14<sup>th</sup> November 2025
- **Next review due:** 14<sup>th</sup> November 2026
- **Reviewed by:** Hollie Durrant and Julie East

Date:	Review Date:
Signed:	Signed:
Print Name: (Chairperson)	Print Name: (Manager)