Grove Villa Childcare operates a strict no babysitting policy. By doing so, we actively safeguard our staff and all the children within our care. All employees of Grove Villa Childcare, volunteers, students or any other persons affiliated with the nursery are **NOT** permitted to babysit/homecare children on roll.

The nursery has a duty to safeguard all children and adults while on nursery premises and whilst in the care of our staff. If staff are caring for your children at home, outside of nursery hours or premises, we cannot guarantee the safety of children or staff, against potential allegations.

Babysitting crosses from the professional to the personal and has far reaching consequences in term of **Safeguarding, public liability** and **confidentiality**. If members of staff were to care for children out of nursery opening hours on different premises, the nursery could not guarantee confidentiality or impartiality, which staff must adhere to and respect whilst working at the setting- thus ensuring that all families and children are treated equally.

The nursery also cannot guarantee that the “babysitter” may not take other adults, unknown to the nursery and/ or parents and such adults may not hold relevant DBS checks and wouldn’t have been vetted to assess whether they are suitable to care for children unsupervised. Grove Villa Childcare would not be directly held responsible for any health and safety, or other issues that may arise from such private arrangements. All individuals employed by Grove Villa Childcare are made aware of this policy and it will be deemed as a breach of the terms and conditions of employment and will lead to formal disciplinary action being taken.

**This Babysitting Policy is effective from: 12/03/21 until further notice**

I have read and been informed about the content, requirements, and expectations of the **Babysitting Policy**

**Babysitting Policy** for employees at Grove Villa Childcare. I have received a copy of the policy and agree to abide by the policy guidelines as a condition of my employment and my continuing employment at Grove Villa Childcare.

I understand that if I have questions, at any time, regarding the **Babysitting Policy**, I will consult with my immediate manager / supervisor.

Please read the **Babysitting Policy** carefully to ensure that you understand the policy before signing this document.

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