



BABYSITTING POLICY

Clyde Nursery Ltd Babysitting Policy is derived from the Scottish Social Services Council Code of Practice Guidance. The Nursery is committed to the safe protection of all staff in its service.

Clyde Nursery Ltd understands that by the nature of our business and the personal relationships which can develop between employees and families using our service, staff may on occasions be asked to babysit for a child who attends our childcare establishments. Clyde Nursery Ltd does not want to prevent staff from supplementing their income in this way, however the following procedures must be followed.

Any babysitting function carried out must be a purely private and personal agreement between the parents and the staff member. Clyde Nursery Ltd does not accept responsibility for any private childcare arrangement. Staff may not advertise personal babysitting services on any notice board on the premises of Clyde Nursery Ltd.

During any period of absence from work due to sickness, staff should not undertake any private babysitting work. This represents a conflict of interest.

Clyde Nursery Ltd uniform **MUST NOT** be worn whilst babysitting privately for a client.

If a member of staff has been requested by the parent to take a child directly from Nursery, a letter of permission must be received from the parent/carer stating confirmation of understanding that this is a purely private and personal arrangement. The letter should specify whether this is a 'one off' arrangement, or whether this is likely to happen on a regular basis.

Reference must be made to the SSSC Codes of Practice for employees with specific reference to Employees Sections 2 & 5. At no time should any babysitting function compromise the standards of professional care provided within Clyde Nursery Ltd.'s childcare establishments.

Staff should be aware of a conflict of interest regarding Clyde Nursery Ltd.'s contracted hours of work and availability for work and private babysitting arrangements. Further information is included in the Conflict of Interest Policy.

Reviewed: November 2023

Date of Next Review: November 2024