3. Baby Sitting – Out of hours

At Parley Community Pre-School we develop excellent relationships with our families. From time to time, parents request individual staff members to babysit or nanny for them outside of pre-school working hours.

Parley Community Pre-School has a duty to safeguard all children whilst on our premises and in the care of our staff. We have a rigorous recruitment procedure to ensure that we employ competent and professional members of staff. This procedure includes interviews, vetting, such as DBS, and checks on references and qualifications. Furthermore, whilst in our employment, all staff members are subject to ongoing supervision, observation and assessment, to ensure that standards of work and behaviour are maintained in accordance with our policies. We have no control over the conduct of staff outside of their position of employment, and consequently our duty to safeguard children.

**Principles**

* Individual staff members or volunteers are **NOT** allowed to babysit/nanny for a child/children outside of pre-school hours whilst the children are enrolled at Parley Community Pre-School.
* It crosses from the professional to the personal and has far reaching consequences in terms of safeguarding, public liability and confidentiality.
* If an employee or volunteer engages in caring for a child/children enrolled at Parley Community Pre-School outside of pre-school hours, that person would be in breach of their contract and this could result in disciplinary action. We will not take any responsibility for any health and safety issues, conduct, grievances, or any other claims arising out of the staff member’s private arrangements outside of preschool hours.

**Further Guidance**

* Safeguarding Children, Young People and Vulnerable Adults Policy
* Code of Conduct Policy