

Baby-sitting policy

At Into The Woods we operate a No Baby-Sitting Policy in order to safeguard both our employees as well as the children we care for.

Policy for staff

- Into The Woods staff members are not allowed to care for (look after) any child who is enrolled at the nursery at any time when the child is not attending nursery.
- This includes, but is not limited to, arranging to take children back to their homes after nursery and evening or weekend babysitting.

Policy for parents

- Parents of children at the nursery should not ask nursery staff to look after or baby sit for their children outside of nursery sessions.

Rationale

We cannot be responsible for the actions of our staff out of hours therefore we cannot guarantee that our high health and safety expectations are being met which puts both adults and children at risk. Our employees undergo a rigorous recruitment process to ensure they are the right fit for the nursery as well as safe individuals to be responsible for our enrolled children. The recruitment process includes; DBS checks, references, trial shifts and interviews. We cannot guarantee that while at the child's home the babysitter will not invite other adults that are unfamiliar to the nursery and therefore may not be suitable for the care of young children.

We have a duty of care to both adults and children on site but we are unable to protect our staff from potential allegations when caring for children outside of nursery hours. As a nursery we work to protect the confidentiality of our families which would be compromised should the relationship between staff and families transition from professional to personal. Developing personal relationships with families outside the setting makes it difficult for staff to remain impartial in nursery and to ensure that all children are treated equally, therefore all out of hours baby-sitting or child-minding is not permitted.

Policy review

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