Babysitting Policy October 2025 (No Updates)

It is the norm for nursery staff to offer babysitting services to nursery families, outside of nursery working hours. This policy has been implemented to provide clarification of some points regarding private arrangements between staff and parents/carers.

The nursery will not be responsible for any private arrangements or agreements that are made.

Out of hours work arrangements must not interfere with a staff member's employment at the nursery or any part of their working hours as clearly set out in the rota.

Confidentiality of employment must be adhered to and respected at all times.

Parents should be aware that other adults/children accompanying the babysitter may not have the relevant disclosure & barring clearance, and it may not be appropriate for them to care for children.

The nursery will not be held responsible for any health and safety or other issues that may arise from these private arrangements.

Staff are not permitted to wear any of the Tiny Toes uniform whilst they are babysitting as part of a private arrangement.

Staff must not discuss Tiny Toes Nursery Ltd, staff, parents and children past and/or present in any way and doing so may result in disciplinary action.

The nursery has a duty to safeguard all children whilst on our premises and in the care of our staff, but this duty does not extend to private arrangements between staff and parents/carers outside of nursery hours.