

Wiggles and Giggles have a duty to safeguard all children and adults whilst on our premises and whilst in our care.

Current advice from Sandwell Early Years is that individuals employed in early year's settings do not make private arrangements for babysitting children in their care.

It is therefore the policy of Wiggles and Giggles that individuals who are currently employed by the company are not allowed to babysit for children and families who attend the setting.

This policy has been created to protect staff and families of Wiggles and Giggles and to ensure that:

- Staff members and families are protected against potential allegations.
- Staff members and families are protected against 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.
- Staff and families personal and parenting beliefs and/or cultural preferences are not challenged, disputed or defied.
- There is no compromise in the care of the child.
- There is no conflict in our staffs working hours or compromise within the setting.
- That parent/carer relationships are kept professional and supportive and restricted to the nursery setting.
- Families understand the nursery could not guarantee that the babysitter would not take other adults to accompany them, and could not guarantee that they would have relevant DBS clearance and were suitable to care for/be with children unsupervised.
- Staff and families understand that Wiggles and Giggles could not be held responsible for any health and safety or other issues that may arise from such private arrangements.
- Any allegation made against a baby sitter's conduct away from the setting would impact on an individual's reputation and as such may have a detrimental impact upon the reputation of the nursery.

All individuals employed by Wiggles and Giggles are aware of this policy and if they choose to babysit for families attending the setting it will be deemed as a breach of this policy, as well as the Code of Conduct (Staff Behaviour) Policy and will lead to disciplinary action being taken.

Staff members who babysit for friends/family who do not attend the nursery must be made aware that if an allegation is made against them it is the duty of the setting to follow the safeguarding and disciplinary procedures, which could include suspension until the investigation is complete.

Rare Circumstances

If any employee of Wiggles and Giggles has an agreement to care for a child/children who attends the nursery prior to commencing employment at Wiggles and Giggles then they must make this arrangement clear at the time of interview or as soon as they are aware the child/children attend the setting.

If an arrangement exists, between an employee of Wiggles and Giggles with a parent, whose child then joins the setting then details of this arrangement must be shared with the Management team.

Wiggles and Giggles will ensure the parents/carers of the child are made aware that the suitability of the individual to care for a child away from this setting is not guaranteed by the fact that they are employed by

Wiggles and Giggles, nor does the setting have responsibility for the Safeguarding of parent/carers child, when the child is outside of the setting.

Wiggles and Giggles will ask both the employee and parent/carer to sign a statement to the above effect.