



Baby Sitting Policy

Aim

To clarify the boundaries within which The Rumpus Room Educators may be employed privately by parents of the Centre as baby sitters outside of the Educators working hours.

To remove liability from the Rumpus Room and to protect Staff and Owners.

Explanation:

The primary work of The Rumpus Room Children's Centres is to educate and care for young children. Babysitting is a different industry however, we understand that on occasions, parents may ask Educators who have formed a close bond with their children, to babysit for them.

Should this situation arise, the decision for staff to babysit will be at the Directors discretion so long as it is made clear to staff and to parents that The Rumpus Room has no obligation or liability at all in this arrangement. This arrangement will exist outside of the Rumpus Room.

Implementation:

Parents are responsible for selecting and checking that the person they choose meets all of their requirements.

Educators are responsible for deciding which families they are comfortable to enter into private babysitting arrangements with and this must be approved by the Director.

All handling of finance between parties is to occur out of the Educators work hours and not at the centre.

Staff who agree to babysit for families must-

- Never feel indebted or forced to comply to babysitting duties when they would prefer not to
- Never transport children to or from the centre in their private car
- Children must only be removed from the centre by an approved person (refer to Arrival and Departure Policy)
- Beware not to breach confidentiality on part of the centre or family
- Consider the possible situation they may find themselves in including, behaviours or concerning situations which may require reporting or they feel caught and find difficulty removing themselves.
- Staff are encouraged to talk to the Director if they feel uneasy or unsure with regards to babysitting.

This policy links to the following NQS:

National Quality Standards: 6.1.3