60. BABYSITTING & OUT-OF-HOURS CHILDCARE

Policy statement

At ASK, we believe that children who attend our setting should be treated equally with no favouritism shown to individuals. To ensure that this is the case, and in line with best practice for safeguarding and child protection, staff should not babysit or look after children for any family known to them as a result of the family having a child who attends ASK.

Procedures

- ASK has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff.
- If members of staff care for children outside working hours and off the premises, we cannot guarantee the safety of the children or the members of staff against potential allegations.
- By operating a policy of no babysitting or out-of-hours childcare, we are:
  - actively safeguarding our staff and all the children who attend ASK;
  - protecting the confidentiality of ASK;
  - promoting equal opportunities; and
  - preventing any conflict of interest.
- All members of staff employed by ASK are made aware of this policy. Anyone who fails to comply with this policy will be in breach of their terms and conditions of employment. This will result in disciplinary action.
- If a member of staff fails to comply with this policy and enters into a private agreement with a parent for babysitting or out-of-hours childcare:
  - ASK will not be held responsible for any such arrangements or agreements made between parents/carers and members of staff;
  - ASK will not be held responsible for any health and safety issues, conduct, grievances or any other claims or issues that may arise from these private arrangements or agreements;
  - parents/carers should be aware that if other adults accompany the member of staff or live in the same house, they may not have a relevant DBS check and it may not be appropriate for them to care for children; and
  - ASK's public liability insurance will not cover the member of staff when outside their normal working hours and off the premises.

This policy was adopted by:	ASK Kindergarten & Clubs
On:	May 18, 2026
Date to be reviewed:	May 18, 2027
Signatory:	Mark Stewart
Role of Signatory:	Owner & Ofsted Registered Provider