

Babysitting Policy

Panda nursery doesn't provide a babysitting service outside of our operational hours.

However, we understand that parents sometimes ask nursery staff to babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between staff and parents. Please also refer to our Safeguarding Children policy.

Any babysitting provided by a member of Panda staff outside of our operational hours is a strictly private arrangement. Panda Nursery is not responsible or liable for the care of a child outside of Panda, or any health and safety issues that may arise from these arrangements, once they are in the care of the babysitter, even if the babysitter is a member of Panda staff, a Panda volunteer or student.

However, all staff are aware of the duty to report safeguarding concerns in or outside of our nursery to the local safeguarding team (MASH or LADO)

The management team must be advised if a private babysitting arrangement has been made between a staff member and a person associated with Panda Nursery.

Out of hours babysitting arrangements must not interfere with a staff members' employment at Panda Nursery

Panda staff are bound by contract of the confidentiality policy and data protection act and are unable to discuss any issues regarding Panda Nursery, other staff members, parents, associates or other children. Confidentiality by staff must be adhered to and respected at all times.

No member of staff will take a child away from the Nursery setting unless they are a named authorised pick up person on the child's records.


Due to the blurring of professional and personal relationships, Key People are not permitted to babysit for their own Key Children.

This policy was adopted on: 19 May 2017

Last reviewed: March 2020

Date to be reviewed: March 2021

Signed on behalf of Panda Nursery:



Alison Thompson - Director