



Babysitting Policy

The Wonder Years Nursery

The Wonder Years Nursery operates a strict **no babysitting policy**. This policy is in place to safeguard both staff and the children in our care and to maintain clear professional boundaries between staff and families.

Employees of The Wonder Years, including staff members, volunteers and any individuals affiliated with the nursery, are **not permitted to provide babysitting or home childcare** for children who are registered at the nursery.

The nursery has a duty to safeguard the welfare of all children and adults while on the nursery premises and while children are in the care of our staff during nursery hours. If staff members were to provide childcare within a family's home or outside of nursery hours, the nursery would be unable to ensure the safety and protection of either the children or the staff member. This may also increase the risk of potential safeguarding concerns or allegations.

Private babysitting arrangements can blur the boundary between professional and personal relationships and may raise issues relating to **safeguarding, confidentiality and public liability**. Maintaining clear professional boundaries helps ensure that all children and families are treated fairly and consistently.

If childcare were to take place outside of the nursery environment, the setting would not be able to ensure that appropriate safeguarding measures are in place. For example, other adults who are unknown to the nursery may be present in the home and may not have undergone the appropriate background checks or safeguarding vetting required for individuals working with children.

The nursery would also not be responsible for any **health and safety matters, safeguarding concerns or other issues** that may arise as a result of such private arrangements.

All staff members and individuals working within The Wonder Years Nursery are informed of this policy. Failure to comply with this policy will be considered a **breach of the terms and conditions of employment** and may result in formal disciplinary action.