



Babysitting Policy

At Fizzy Fish we develop trusting relationships with our families. From time to time, parents may request individual staff members to babysit or nanny for them outside of their working hours. This policy clarifies key points and procedures regarding private arrangements between staff and parents.

- Fizzy Fish are not responsible for any private arrangements or agreements that are made.
- Babysitting arrangements must not interfere with a staff member's employment at Fizzy Fish.
- Staff are bound by our Confidentiality Policy along with the Data Protection Act and these must be adhered to and respected at all times. This includes having regard for the children, other parents/carers and other staff as well as Fizzy Fish business itself. Should it be found that any staff member has discussed anything relating to these matters this will result in gross misconduct and the staff member will almost certainly be dismissed.
- Parents should be aware that other adults accompanying the babysitter may not have the relevant Criminal Checks clearance, and it may not be appropriate for them to care for children.
- Fizzy Fish will not be held responsible for any health & safety or any other issues that may arise from these private arrangements.
- Fizzy Fish are not involved nor liable for any monetary issues.
- If you want to arrange for a member of staff to take the child home from the setting then this must be put in writing to be placed on the child's file.
- It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and age appropriate child safety seats if they are transporting them in a car.
- Fizzy Fish has a duty of care to safeguard all children attending the setting, so if a staff member has some concerns for a child following a private babysitting type arrangement they must immediately report the safeguarding issue to Front Door For Families (formally MASH) on:
Telephone: 01273 290400 or E-mail:
FrontDoorForFamilies@brighton-hove.gcsx.gov.uk.
- It is staff's legal responsibility to report safeguarding issues when they are not at Fizzy Fish but we will offer support to them and they can contact the Safeguarding Lead within the setting at the time of the incident.