

### **Perfect Start Baby Sitting Policy**

Perfect Start do not provide baby-sitting services out of nursery hours. Nor will we facilitate any such arrangements between our staff members and parent who use our services.

We discourage any staff from undertaking any babysitting services and any arrangements that are made privately have no connection with Perfect Start.

However, we would deem it a breach of a staff members' contract of employment and our parental terms and conditions if there are any breeches of the following:

- Private babysitting arrangements are not to be made on nursery premises
- Parents are not permitted to contact staff members on the nursery telephone line to discuss any matter regarding babysitting arrangements
- Any private baby-sitting arrangements must be for hours outside of the opening times of the nursery, regardless of what shift pattern the staff member works. We will not change a staff member shift to allow for babysitting arrangements.
- Staff members are not permitted to bring a child who attends the nursery to nursery or take them home directly from the nursery
- Staff are not adhering to the current government guidelines of local tier restrictions.
- Any staff member who leaves Perfect Start to work for any parent registered at the nursery, either on a part-time, voluntary, or full-time basis will be subject to the terms set out in the contract of employment. Likewise, parents are subject to the terms and conditions set out at registration.