



Aim of the Policy: *The Kids Allowed Babysitting Policy is in place to help clarify who is responsible for what with any babysitting arrangements made between Kids Allowed Team members and Parents/Carers.*

Kids Allowed help facilitate team members that would like to offer babysitting sessions as part of our Parent Concierge Services. Our Reception team will help parents book these sessions and if possible, arrange a team member to babysit that a child is familiar with e.g. a team member from a child's room or a child's key person.

However, it is important for our parents/carers to understand that Kids Allowed is not responsible for any arrangements made between parents/carers and team members (as outlined in your nursery contact, please see clause 11)

Kids Allowed has a thorough recruitment procedure and we are accredited 'safe recruiters'.

We would ask parents/carers to please be aware of the following when using the babysitting services:

- Kids Allowed has a duty to safeguard all children within our care and on our premises but this doesn't extend to any private arrangements made between team members and parents/carers out of nursery hours. We cannot be responsible for any health and safety issues, breakages etc that may arise.
- Out of hours work must not interfere with the team member's employment at the nursery
- Confidentiality by our team members regarding other children, colleagues or parents/carers in the nursery must be respected at all times
- Unless they are named as an authorised person on the child's records or a *Change of Pick Up Arrangements Form* has been completed, team members cannot take a child away from the nursery
- All Kids Allowed personnel will have an enhanced DBS (Police Check) or pending DBS. This is renewed on or around the 3rd anniversary of it last being renewed.
- Do not assume the colleague is first aid trained; they usually are, but please check yourself.
- We recommend that you ask the babysitter whether they have any medical conditions which may affect their ability to be a lone worker and so you can make an informed decision.

Please note; Kids Allowed does not make any financial gain from any babysitting services provided by our team.

The rates charged by the team are as follows and paid directly to the team member themselves -

- £7.00* per hour (up to 3 children)
- £2.00 per hour for any additional children
- £12.00 per hour after midnight.

*This is the minimum rate, some colleagues charge more at their own discretion.