

Stanmore Montessori Babysitting and Tutoring Policy

Stanmore Montessori do not provide a babysitting or tutoring service outside of our normal operating hours. However, we understand that parents sometimes ask nursery staff to babysit for their children, or help their children and siblings with their academic studies and this policy has been implemented to clarify some points regarding private arrangements between staff and parents. For the purpose of this policy, 'Babysitting' is defined as ad-hoc weekday evening or weekend care. Care is not permitted to take place during Nursery operating hours; this is defined as 'Nannying'. 'Tutoring' is defined as the provision of academic support to a child outside of nursery operating hours.

The nursery is not responsible for any private arrangements or agreements that are made, this is between the staff member and family. However we do expect staff members to inform us if they are babysitting or caring for a child that attends the nursery outside of the setting. We require the staff member and parent to sign a copy of the staff or parent declaration form which we will keep on file for the child and staff member.

The nursery has a duty of care to safeguard all children attending the setting so if a staff member has concerns for a child following a private babysitting type arrangement they need to pass these concerns on to the Safeguarding lead within the setting.

Stanmore Montessori has a duty to safeguard all children whilst on our premises and in the care of our staff, however, this duty does not extend to private arrangements between staff and parents outside of nursery hours.

Stanmore Montessori will not be held responsible for any health and safety, or other, issues that may arise from these private arrangements.

Parental responsibilities

We have rigorous recruitment and suitability processes in place to ensure that we employ competent and professional members of staff and uphold our duty to safeguard children whilst on our premises and in the care of our staff. This procedure includes interviews, references, full employment history and DBS checks as well as several other processes. Whilst in our employment all staff are subject to ongoing supervision, observation and assessment to ensure that standards of work and behaviour are maintained in accordance with our policies. We have no such control over the conduct of staff outside of their position of employment. Parents should make their own checks as to the suitability of a member of staff for babysitting.

We will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of the staff member's private arrangements outside of nursery hours. The member of staff will not be covered by the nursery's insurance whilst babysitting as a private arrangement.

Out of hours work arrangements must not interfere with the staff member's employment at the nursery and all private arrangements should be made outside of working hours. Parents must not call or email the nursery to attempt to contact staff for babysitting.

If a staff member is to take the child at the end of that child's nursery session, the parent/carer must complete the authorized collectors form to give their consent.

Non solicitation of Stanmore Montessori employees: The parent/guardian hereby agrees that during the term of their contractual Agreement with Stanmore Montessori and for a period of 6 months after the termination of this Agreement, (however so terminated), not to employ or otherwise engage the services of any member of our staff who has had contact with their child

under this Agreement and/or allow or permit the provision of any childcare services to their children by any member of our staff who has had contact with the child during the working hours of the nursery.

The Parent/Guardian hereby agrees that should they employ or otherwise engage the services of any member of our staff during their contractual Agreement and for a period of 6 months after the termination of this Agreement, to pay Stanmore Montessori a figure representing 20% of the relevant member of staff's gross annual salary at the time they left the Company's employment and/or services. This figure represents the costs to us of recruiting a suitable replacement member of staff.

Staff responsibilities – The Data Protection Act

All staff are bound by contract and the Data Protection Act which means;

- That they are unable to discuss any confidential issues regarding the Nursery, other staff members, parents or other children.
- That they must not look for personal information regarding a family in the setting. It is the responsibility of the family to provide all necessary information should they wish to enter into a private babysitting or tutoring arrangement.
- That they must not take photographs of any child for whom they are babysitting or tutoring on their personal mobile phone or camera.
- That they must not take any nursery property i.e cameras, laptops, tablets away from the nursery at any time, including to a babysitting job which falls outside of their employment with Stanmore Montessori.
- That they must refrain from taking 'work' i.e nursery Learning journeys away from the nursery at any time, including to a babysitting job which falls outside of their employment with Stanmore Montessori.

Personal Vehicles

It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting children in a car.

Non solicitation of Stanmore Montessori clients - Staff agree to not seek to entice away or attempt to entice away from Stanmore Montessori any person or persons who are clients. This applies during the period of employment and for a period of 6 months after its termination. If this transpires, the employee is in breach of their contract and legal action may be taken against them.

Parent/Carer Babysitting/Tutoring Declaration

Name of parent/carers	
Name of child/children	
Name of babysitter/tutor	
Nursery Manager/DSL	

I understand and agree to the following:

- Stanmore Montessori is not responsible for any private arrangements or agreements that are made with Nursery staff
- Stanmore Montessori will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of the staff member's private arrangements outside of nursery hours
- The babysitter/tutor will not be covered by Stanmore Montessori. insurance whilst babysitting as a private arrangement.
- Parents should make their own checks as to the suitability of a member of staff for babysitting
- All private arrangements should be made outside of working hours
- If a staff member is to take the child at the end of that child's nursery session, the parent/carers must complete the authorized collectors form to give their consent

Non solicitation of Stanmore Montessori employees: The parent/guardian hereby agrees that during the term of their contractual Agreement with Stanmore Montessori (hereafter called 'the Company') and for a period of 6 months after the termination of this Agreement, (however so terminated), not to employ or otherwise engage the services of any member of our staff who has had contact with their child under this Agreement and/or allow or permit the provision of any childcare services to their children by any member of our staff who has had contact with the child. The Parent/Guardian hereby agrees that should they employ or otherwise engage the services of any member of our staff during their contractual Agreement and for a period of 6 months after the termination of this Agreement, to pay the Company a figure representing 20% of the relevant member of staff's gross annual salary at the time they left the Company's employment and/or services. This figure represents the costs to us of recruiting a suitable replacement member of staff.

Parent/carers signature	
Date	

A copy of this signed declaration will be placed on your child/children's file

Staff Babysitting/Tutoring Declaration

Name of Employee	
Role	
Full names of child/children	
Nursery Manager/DSL	

I understand and agree to the following:

- Stanmore Montessori is not responsible for any private arrangements or agreements that are made with Nursery parents
- Stanmore Montessori will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of private arrangements made with parents outside of nursery hours
- The babysitter/tutor will not be covered by Stanmore Montessori insurance whilst babysitting/tutoring as a private arrangement
- All private arrangements should be made outside of working hours
- Staff are bound by contract and the Data Protection Act that they are unable to discuss any confidential issues regarding the Nursery, other staff members, parents or other children
- Staff must not look for personal information regarding a family in the setting
- Staff must not take photographs of any child for whom they are babysitting or tutoring on their personal mobile phone or camera.
- Staff must not take any nursery property i.e cameras, laptops, tablets away from the nursery at any time, including to a babysitting/tutoring job which falls outside of their employment with Stanmore Montessori.
- Staff must refrain from taking 'work' i.e nursery Learning journeys away from the nursery at any time , including to a babysitting job which falls outside of their employment with Stanmore Montessori.
- If a staff member is to take the child at the end of that child's nursery session, the parent/carer must complete the authorized collectors form to give their consent
- It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting children in a car
- **Non solicitation of Stanmore Montessori clients** - Staff agree to not seek to entice away or attempt to entice away from Stanmore Montessori any person or persons who are clients of the Stanmore Montessori. This applies during the period of employment and for a period of 6 months after its termination. If this transpires, the employee is in breach of their contract and legal action may be taken against them.

Employee signature	
Date	

A copy of this signed declaration will be placed on your staff file

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>1 September 2025</i>	<i>Nicky Quint</i>	<i>1 September 2026</i>