

# Babysitting

The Approved Provider and Management are responsible for any actions or activities that staff members may engage in that could breach confidentiality protocols. This applies whether at the Childcare Service, or in situations that may arise outside of operating hours.

## NATIONAL QUALITY STANDARD (NQS)

QUALITY AREA 2: CHILDREN'S HEALTH AND SAFETY		
2.2	Safety	Each child is respected
2.2.1	Supervision	At all times, reasonable precautions and adequate supervision ensure children are protected from harm and hazard.
2.2.2	Incident and emergency management	Plans to effectively manage incidents and emergencies are developed in consultation with relevant authorities, practiced and implemented.
2.2.3	Child Protection	Management, educators and staff are aware of their roles and responsibilities to identify and respond to every child at risk of abuse or neglect.

EDUCATION AND CARE SERVICES NATIONAL REGULATIONS	
84	Awareness of child protection law
145	Staff record
147	Staff members
168	Education and care service must have policies and procedures

## PURPOSE

We aim to provide clear guidelines to Educators and families regarding babysitting enrolled children of the Service out of hours, which is a separate arrangement to the care and education we provide.

## SCOPE

This policy applies to staff, families, children and management of the Service.

## IMPLEMENTATION

We work to develop a positive and supportive relationship with children and families. We understand that families may request individual educators to babysit or nanny for them outside the service hours of operation. We pride ourselves on employing educators of a high standard who are suitable for our Service. However, we are unable to provide assurance to families of an Educator's suitability to look after a child or children unsupervised in a babysitting environment away from our Service.

Due to possible legal implications, and child protection and privacy legislation, we do not permit employees from babysitting children outside of work hours.

### Babysitting Exception

If an employee has a pre-existing relationship prior to the child's enrolment at the service (relative, family friend, etc.) babysitting is not discouraged. However, to ensure the children's health and safety employees will:

- Disclose the relationship to management.
- Be authorised or provided with written permission to take a child from the Service.
- Understand that the Service will not be held responsible for any health, safety, or wellbeing issues that may arise from private arrangements.

### SOURCE:

Australian Children's Education & Care Quality Authority. (2014).

Education and Care National Regulations. (2011).

*Education and Care Services National Law Act 2010.* (Amended 2018).

*Privacy Act 1988.*

Revised National Quality Standard. (2018).

### REVIEW

POLICY REVIEWED	DECEMBER 2018	NEXT REVIEW DATE	DECEMBER 2019
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