Babysitting Policy

Parents and carers may sometimes wish to arrange private babysitting services with our team members.

Team members must get permission from their manager before agreeing to private childcare arrangements for PACE parents or carers. These arrangements are considered secondary employment and could present a conflict of interest. If you don't get permission first, we might take disciplinary action under our Disciplinary Policy. Your manager may advise against babysitting to avoid conflict of interest or to ensure your safety. Confidentiality rules may prevent the manager from giving specific details.

You should also keep in mind:

- Any babysitting arrangements are made independently and are not PACE's responsibility or liability.
- You are responsible for assessing the safety of the household prior to agreeing to provide babysitting services.
- Babysitting must not interfere with your responsibilities at PACE or negatively impact your relationships with parents, team members, or children. Your duty to report safeguarding concerns still applies while babysitting.
- Any safeguarding concerns that arise during babysitting will be treated in line with our Safeguarding Policy, whether the issue occurred on PACE premises or elsewhere.
- You must maintain confidentiality while babysitting. Any breaches will be subject to our Disciplinary Policy.