

Employing Nursery Staff

In an effort to maintain the professional status of the Nursery and prevent any potential conflict of interest, the nursery discourages babysitting by the Nursery staff.

However, should you hire any staff it must be outside the Nursery premises and operating times.

If you employ any Nursery staff on a full or part-time basis between 7:30am and 7pm, Monday to Friday, a recruitment fee based on 20% of the staff member's annual salary is payable by you to the Nursery.

For 6 months after leaving the Nursery, staff are not permitted to work for any parent / carer, unless agreed with the Nursery. In case it is agreed, the recruitment fee will be applicable and payable to the Nursery. The recruitment fee shall only be applied where the staff member works or worked at the Nursery when attended by any of your children.

We are unable to provide any advice on safer recruitment practices for you. We would be able to provide a reference on request and in complete confidentiality within statutory requirements in line with the Nursery's policy.

All babysitting and other employment arrangements made with the nursery staff are solely between you and the staff member. Their performance at your work engagement is not the responsibility or reflection on the Nursery. These arrangements are not supported (in terms of process, practice, risk assessments, monitoring etc) and are not sanctioned by the Nursery or the company.

You agree to indemnify and hold the Nursery and the company (including its parent company, affiliates, directors, agents, employees and the Nursery) harmless from any such personal arrangements and engagements of nursery staff.