



Archdiocese of Seattle
CHILD CARE RISK REDUCTION MEASURES

The following applies to parish or school babysitting/childcare services offered during Mass and other parish events. (The Before/After School Programs in Archdiocesan Catholic Schools are covered under different policies.)

1. Every volunteer and employee working with children must have a completed background check on file before commencing any work with or around children, teens, or vulnerable adults.
2. The staff-child ratios should be as high as possible. Minimums are:

1:3 for children	under 2
1:5 for children	2-3
1:10 for children	3-5
1:12 for children	5-7
1:15 for children	7 and up

Please note:

1. **These staff-child ratios apply to adult supervisors meaning 18 years and older. Minors between the ages of 15 and 18 may be used as volunteer or paid staff; however, adults must always be present to supervise at all times. The use of children under the age of 15 to assist in childcare is not advised. Also, a person 21 years or older must be present at all times, regardless of adult to child ratios.**
2. All staff are strongly encouraged to complete one of the babysitting courses offered by local hospitals (e.g. Children's Hospital in Seattle) or community groups such as the Red Cross. These courses offer invaluable insight into childcare responsibilities, supervision, accident prevention, and response to emergencies.
3. At least one staff member should be available on the premises who has had training in CPR and First Aid.
4. Parent visitation is allowed at any time.
5. Minor Worker Regulations must be followed as well as any applicable Minimum Wage laws.
6. All relevant policies of the Archdiocesan Safety/Accident Prevention Plan must be followed.

Questions? Please call the Office of Human Resources at 206/382-4570 or 1-800-261-4749