**No babysitting policy**

Springboard Nursery is now operating a no babysitting policy for all staff and children within the setting. By implementing this policy, we are actively safeguarding our staff and all of the children enrolled with us here at Springboard Nursery.

Springboard Nursery staff members are **NOT** allowed to babysit any enrolled children after hours; it crosses from the professional environment to the personal environment and could have effects or implications in terms of Safeguarding, public liability, and confidentiality

\*Exception: If the employee has a pre-existing relationship prior to the child’s enrolment to Springboard Nursery with the child and their family (i.e. relative, family friend, etc.), babysitting is not forbidden.

If there is no pre-existing relationship prior to the enrolment of the child, with the child and their family, babysitting outside of Nursery hours is strictly forbidden. If an employee, volunteer, or affiliated individual engages in caring for enrolled children outside of Nursery hours, that person will be in breach of their contract and this could result in disciplinary action.

**This policy was implemented by Caroline Davis: please note all policies and procedures will be reviewed on a yearly basis, unless there is a need to implement changes prior**

Print Name: Caroline Davis

Signature: CDAVIS

Date: 30.08.2022