



Clowns Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

- It is against Clowns' policy to foster relationships with parents/carers outside work, to include babysitting and socialising.
- Staff are reminded that adding parents as 'friends' on social network sites or using their personal IT equipment, i.e., smart phone or tablet, to communicate with parents is against nursery policy.
- In the interests of our working environment and staff relations, parents will be in breach of their contract if they engage or entice any Clowns staff member into other employment (paid or unpaid) whilst they are under contract with Clowns.
- Clowns also reserves the right to deny access to its premises should any employee who, after leaving the nursery's employment, engages in work for an existing parent whose child either attends Clowns or has left in the past six months.