



Parents and Career professional Boundaries Policy

Setting's Name:

Morning Star Nursery

Date Last Reviewed:

21st July 2025

Date of Next Review:

21st July 2026

Purpose of the Policy

At Morning Star Nursery, we are committed to safeguarding the wellbeing of all children, families, and staff. As part of maintaining a safe, professional, and respectful environment, it is important to set clear boundaries around the roles of staff and their relationships with families outside of the nursery setting.

This policy outlines our expectations regarding contact between staff and parents or carers outside of nursery hours and ensures compliance with safeguarding regulations, employment law, and best practice guidance.

Key Points of the Policy

1.

Private Childcare Arrangements

Parents and carers must not request or arrange for Morning Star Nursery staff to provide private childcare services outside of the nursery. This includes but is not limited to:

- Babysitting
- Nannyng
- Childminding
- Overnight car

Staff are employed under specific terms and conditions and are subject to:

- Enhanced DBS checks
- Ongoing safeguarding and first aid training
- Professional supervision and development
- Clear employment guidelines to prevent conflicts of interest

These safety checks and professional safeguards are only applicable within the nursery environment and cannot be monitored or enforced in private arrangements.

2. Social Invitations

To maintain professional boundaries and ensure fairness and consistency, staff will not be able to attend children's birthday parties or other social events outside of nursery hours.

We understand that invitations are often extended as a gesture of kindness, but it is important to keep professional roles clear to avoid blurring personal and professional relationships.

3. Staff Who Leave the Nursery

In line with Morning Star Nursery's Employee Handbook, staff members who leave their employment with the nursery are not permitted to take on private childcare work with current or recent nursery families.

This is to prevent:

- Conflicts of interest
- Safeguarding concerns
- Potential disputes that could affect the nursery's reputation or operations

Why This Policy Is Important

This policy is not intended to discourage positive relationships between staff and families but is in place to:

- Protect children's safety
- Maintain professional boundaries
- Uphold employment laws and nursery policies
- Prevent misunderstandings or conflicts in the future
- Support fairness and equal treatment for all families

We appreciate your understanding and cooperation in helping us maintain a safe and trusted nursery community.

Contact Information

If you have any questions regarding this policy, please contact:

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