

**Little Cubs Academy**  
**Safeguarding and Welfare Requirements**  
**3.4, 3.9, 3.69**

**Staff Babysitting Policy**

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We have a strict no baby-sitting policy for staff members for past and present children that attend or have attended Little Cubs Academy. Soliciting staff any member for baby-sitting will be viewed as a breach of our policy and we reserve the right to terminate your childcare if such actions have taken place.

You shall not solicit for employment nor employ, whether full-time or part time, any of our employees. Should you breach this provision, you agree that the appropriate remedy shall be liquidated damages in an amount equal to the higher of 20% of annual salary payable by you to the relevant employee or 20% of the annual salary payable by us to the relevant employee. You agree that these costs represent the reasonable costs of us advertising for and attracting suitable employees and/or costs payable to external recruitment agencies for the replacement of staff employed by you in beach of this provision.

<b>Review Date</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
16.4.20	Ingrid Bard	Operations Manager	<i>Ingrid Bard</i>