



## **STAFF – SOCIAL EVENTS POLICY**

Fusion Childcare recognises the importance of staff wellbeing, team cohesion, and positive workplace relationships.

Fusion organises social events throughout each term and puts on a programme of events.

Fusion wants to support morale and mental health while strengthening professional relationships. This policy sets out expectations to ensure that all staff social events are safe, inclusive, professional, and compliant with UK employment law and childcare safeguarding standards.

This policy applies to:

- All employees of Fusion Childcare, including permanent, temporary, bank, agency, and management staff
- All work-related social events organised, sponsored, or promoted by Fusion Childcare, including but not limited to:
  - Christmas parties and celebrations
  - Summer parties or outings
  - Wellbeing walks
  - Team-building activities
  - Training-related social events

The policy applies whether events take place:

- On or off Fusion Childcare premises/ At the Grove Schools
- During or outside of normal working hours

Where an event is connected to work, staff behaviour will be considered an extension of the workplace.

### **Professional Conduct**

Staff are expected to:

- Act professionally, responsibly, and respectfully at all times
- Comply with Fusion Childcare's Code of Conduct and all relevant workplace policies
- Avoid behaviour that could bring Fusion Childcare into disrepute

Unacceptable behaviour includes, but is not limited to:

- Discrimination, harassment, bullying, or victimisation (in line with the Equality Act 2010)
- Aggressive, inappropriate, or offensive behaviour
- Excessive alcohol consumption

### **Equality, Inclusion and Attendance**

Fusion Childcare is committed to equality and inclusion in line with the Equality Act 2010.

- Social events should be inclusive and considerate of cultural, religious, health, and personal circumstances
- Attendance at social events is voluntary unless otherwise stated
- Staff must not be disadvantaged for choosing not to attend
- Activities should be accessible where reasonably practicable

### **Alcohol and Substance Use**

- Alcohol may be available at some events (e.g. Christmas or summer parties) but must be consumed responsibly
- The use, possession, or distribution of illegal drugs is strictly prohibited
- Staff must not attend work or be responsible for children while under the influence of alcohol or drugs
- Fusion Childcare reserves the right to restrict or prohibit alcohol at any event

Breaches of this section may result in disciplinary action in accordance with Fusion Childcare's Disciplinary Policy.

### **Safeguarding and Child Protection**

Fusion Childcare has a statutory duty to safeguard children in line with EYFS, Working Together to Safeguard Children, and Ofsted requirements.

- Children must not attend staff-only social events unless explicitly approved by management
- Staff must not discuss or disclose confidential information relating to children, families, or colleagues
- Safeguarding responsibilities apply at all times where staff are representing Fusion Childcare

### **Health, Safety and Wellbeing**

Fusion Childcare is committed to ensuring staff safety during organised activities.

- Risk assessments will be undertaken where appropriate (e.g. wellbeing walks or off-site activities) and when Management deem it appropriate.
- Staff must follow safety guidance and act responsibly
- Any accidents, injuries, or concerns must be reported to management as soon as possible

### **Social Media and Photography**

Staff must ensure that:

- Photos, videos, or comments from work-related social events do not harm the reputation of Fusion Childcare
- Consent is obtained before sharing images of colleagues
- No images or information relating to children or families are shared
- Social media use complies with Fusion Childcare's Social Media and GDPR policies.

### **Breach of Policy**

Failure to comply with this policy may result in disciplinary action, up to and including dismissal, in line with Fusion Childcare's Disciplinary Procedure.

| <b>Adopted on:</b>                                                                                     | <b>Last reviewed on:</b>  | <b>Reviewed on:</b> | <b>Next review Date:</b> |
|--------------------------------------------------------------------------------------------------------|---------------------------|---------------------|--------------------------|
| 17.12.2025                                                                                             | 01.04.2026                | 01.09.2026          | April 2027               |
| <i>Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2026).</i> |                           |                     |                          |
| <b>Signed and approved:</b>                                                                            | Fusion Childcare Services |                     |                          |