

Staff Working with their Own Children/Close Relation Policy

1.1 We believe our staff should remain neutral and treat all children with the same concern. It is therefore not always appropriate for staff to care for their own children whilst working in the nursery.

1.2 However, we will try to accommodate all wishes of our staff and come to an agreement which suits us all.

- Where staff are placed in the same room as their child or close relation an agreed set of guidelines will be adopted by both the nursery and the member of staff to set out the expectations of working with their child/close relation. The staff member is reminded that during the time at nursery the child is in the care of the nursery and it is the nursery that retains responsibility for them and their care during this time
- Where this agreement is not working or is impacting on the care of the children in the room, the manager and member of staff will reassess the situation
- Staff caring for another staff member's child will treat them as they would any other parent/child. No special treatment will be offered to any child or parent who has connections with the nursery.

1.3 Where the care of the children in the room is impacted upon because of the staff's relationship with their child or close relation:

- Staff will be required to adhere to guidelines about contact with their child during the nursery day. Although we do not want to restrict a parent seeing their child, we must consider the room routine and the upset a visit may cause the child when their parent leaves the room again. This will be agreed by the member of staff and manager in order to cause as little upset as possible to all children involved
- If there are staff shortages resulting in the movement of staff, the staff member will be placed in a different area to that of their child or close relation wherever possible