



Staff working with their own children

Policy statement

At Nether Green Nursery we understand the potential stresses of staff returning to work after having a baby working in the same environment as your child. We aim to make this transition as easy as possible.

Procedures

We will support all employees in this position and request the member of staff meet with the nursery manager to discuss the needs of all parties.

We believe our staff should remain neutral and treat all children with the same regard. It is generally not appropriate for staff to care for their own children or those of close relative whilst working at our nursery, however we recognise that this is not always possible we will also try to accommodate the wishes of any staff member with a child or close relative in the nursery and come to an agreement with suits all.

Where staff work in the same room as their child or close relation there is an agreed set of guidelines between the member of staff setting out the expectations of working with their child or close relation. These include a clear statement that during their time at nurseury the child is in the care of the nursery and it is the nursery that retains responsibility for the child in their care.

Where the agreement is not working or impacting on the care of their child or other children in the room, the manager and member of staff will reassess the situation.

Staff caring for another members of staff 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.

Where the manager assesses that the agreement is not working and/or there is an impact of the care of the children in the room because of the staff members relationship with the child.

The manager will consider moving the staff member and not the child, this will enable the child to be in the appropriate age/stage group and continue to forge consistent relations with other children in the group.

Further guidance

Any further guidance please see the management team.

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