54 Staff Working with Their Own Children/Close Relation

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| EYFS: 3.1, 3.20, 3.80 |

At **New Studio Preschool** we support all employees returning to work after having a baby and understand that there may be times when a member of staff chooses our setting to provide childcare alongside them working or that there may be occasions when a member of staff is working in the same environment a close relation e.g. niece or nephew.

In these cases we request the member of staff meet with the manager , where appropriate, to discuss how best this will work alongside the preschool business needs.

We believe children learn best when they are healthy, safe and secure, have their individual needs met and have a positive relationship with the staff caring for them. It is our policy that all staff remain neutral and treat all children as individuals with the same regard.

When looking to accommodate staff members working alongside their own child or close relative in the preschool we will make an decision/agreement based on the following circumstances:

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* The individual needs of the child, including if they have any special educational needs and/or disabilities
* The number of rooms/number of staff/staff deployment/ratios
* Age/stage of development of the child
* Staff members expertise and where/when they usually work
* Days/times the child attends
* Transition arrangements.

All decisions will be made on an individual basis.

Once a decision has been made an agreed set of guidelines will be developed between the preschool and the member of staff setting out the expectations of working with their child/close relation. This includes that during their time at preschool the child is in the care of the preschool and it is the preschool that retains responsibility for the child and their care, what they will do if they need to cover in different rooms, outdoor play time etc.

Staff caring for another staff member’s child will treat them as they would any other parent/child.

Breastfeeding

Where a staff member’s baby requires breastfeeding, the nursery will adapt the above guidelines to suit both the baby’s and mother’s needs. Cover will be provided during this time.

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| **This policy was adopted on** | **Signed on behalf of the nursery** | **Date for review** |
| *7/3/2022* |  | *February 2023* |