

Staff working with their own children/close relation

EYFS: 3.1, 3.20, 3.80

At **Little Fingers Pre-school** 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 pre-school 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 pre-school manager to discuss how best this will work alongside the pre-school 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 pre-school we will make a decision/agreement based on the following circumstances:

- The individual needs of the child, including if they have any special educational needs and/or disabilities
- The 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; this may be that the child or close relation is better placed within the same room or a different room.

Once a decision has been made an agreed set of guidelines will be developed between the pre-school and the member of staff setting out the expectations of working with their child/close relation. This includes that during their time at pre-school the child is in the care of the pre-school and it is the pre-school that retains responsibility for the child and their care, what they will do if they need to cover outdoor play time etc. A similar agreement will be put in place for any staff that may not work within the pre-school but own child or family member still attends.

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

Where this agreement is not working or is impacting on the care of the child or other children in the room, the manager will meet with the member of staff to review the agreement.

This policy was adopted on	Signed on behalf of the pre-school	Date for review
May 2022		May 2023