

## Staff Working with their Own Children/Close Relation

We understand the potential stresses of staff returning to work after having a baby or working in the same environment as your child or a close relation. We wish to support all employees in this position and request the member of staff meet with their line manager/Children and Young People's Development Officer 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 a close relative whilst working in the setting. However, we recognise that this may not always be possible. We will also try to accommodate the wishes of any staff member with a child or close relative that attends the provision and will try to come to an agreement which suits us all.

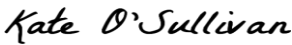

This agreement is based on the following principles:

- Where staff work in the same room as their child or close relation, there is an agreed set of guidelines between the setting and the member of staff setting out the expectations of working with their child/close relation. These include a clear statement that whilst working in the setting, their child/ren attending is/are in the care of the setting and it is therefore the setting retains its responsibility for the child/ren and their care
- Where this agreement is not working or is impacting on the care of the child or other 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 setting.

Where the manager assesses that the agreement is not working and/or there is an impact on the care of the children in the room because of the staff member's relationship with their child or close relation:

- The manager will consider moving the staff member and not the child. This will enable the child to continue forging consistent relationships with other children in this group
- Where the staff member is in another area, there will be an agreement between the staff member, manager and staff working with their child/ren regarding contact with their child during the their time at the setting. Although we do not want to restrict a parent seeing their child, we must consider the routine and activities and any potential upset a visit may cause the child when their parent leaves the area again
- 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

This policy was adopted on 13.10.2025 and will be reviewed on or before 13.10.2026

Name and Position	Signed	Date
Kate O'Sullivan Community Association Manager		13.10.2025
Olive Frances Vice Chair of Trustees		13.10.2025