



Treetops Nursery

Staff working with their own children policy

Treetops Nursery is committed to providing a flexible work environment for its staff members, and in light of this staff members are allowed to bring their own children to the nursery.

However this arrangement is subject to continuous reviews (occurring half termly) and will be decided/managed on a case for case basis. We will take the views of other staff members into account during each review when deciding if the arrangement is viable going forward.

Where the arrangement is not working and/or is impacting the care of the child or other children in the room, the decision may be made to terminate the arrangement. Where this is the case we will endeavour to provide as much notice as possible, however we reserve the right to end the arrangement with immediate effect if necessary.

We expect the staff member to treat their own child in the same way that all other children are treated, especially where our 'touch policy' and 'behaviour policy' are concerned. Staff member's children should receive the same nursery experience as any of the other children attending the setting. Staff members will never be placed as key person for their own child.

All 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.

Where a staff member has a safeguarding concern about the staff member's child, the usual safeguarding process should be followed. The only exception being where the child's parent is Safeguarding Lead, as the staff member should then seek advice from the Deputy Safeguarding Lead or Manager.

Staff members whose own children attend nursery will be subject to ALL of the same policies and procedures that parents must adhere to, such as our accident/incident policies.

We do not expect the staff member to discuss their child with their key person, or any other member of staff during working hours. If the staff member wishes to discuss their child with the key person or another member of staff this must be done outside of their working hours (unless in the case of an emergency).

If a staff member's child becomes unwell at nursery, the staff member must be conscious of staffing ratios and wait until appropriate cover can be found before leaving. It may be that an emergency contact is needed to come and collect the staff member's child.

The staff member must at all time fulfil the needs of their own key group children and adhere to their job description at all times.

Staff must not make comments about the quality of care their child is receiving in the room, if they have any concerns the appropriate procedure should be followed. Staff must not point out their own child to other parents or visitors.

During the child's time at nursery the child is in the care of the nursery and it is the nursery that retains responsibility for the child and their care, not the staff member who is the child's parent.

We would prefer that staff members children were not on the premises outside of our 8am to 4pm opening hours. Where a staff member's child is on the premises outside of our opening hours the staff member/parent retains full responsibility for the child. We kindly request that when on the premises outside of our opening hours, the child remains strapped into a buggy or similar at all times for their own safety. **Treetops Nursery accepts no responsibility for the safety and wellbeing of staff member's children who are on the premises outside of our operating hours 8am to 4pm ope.**

Where the parent/staff member feels they cannot personally, and fully ensure the safety and wellbeing of their child on the premises outside of our opening hours, then the child should not be allowed on the property and other childcare arrangements should be made until the nursery opens at 8am.

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