



Staff working with own children/close relation

Returning to work after having a baby is a time of significant transition. On occasion it may be required or be requested for practitioners to work alongside a child or a close relation. In event of this occurring each case will be considered individually taking into account the child's best interests, the practitioner perspective and the skill set of the team. After due consideration it may not always be appropriate for staff to care for their own children whilst working in the nursery.

To ensure a smooth transition for both practitioners and the child, the practitioner will meet with the Head of Nursery and Room Leader to discuss the needs of all parties. Any decision made will be reviewed regularly by consulting all parties involved.

On

- Both the nursery and the member of staff will adopt where practitioners are working in the same room as their child or close relation an agreed set of guidelines and strategies and to set out the expectations of working with their child/close relation.
- Where this agreement is not working or is impacting on the care of the children in the room, the manager and member of staff will reassess the situation
- Practitioners caring for another member of staff's child will need to be mindful of the important parent/key person relationship and treat them as they would any other parent/child.
- On occasions, the parent practitioner may find there is a conflict of interest as a parent and a practitioner. In the event of this happening it is important an honest and open discussion with the Senior EYE or management takes place.

Practitioners will need to be mindful of how they will manage contact with their child during the nursery day and consider the room routine and the upset a visit may cause the child when their parent leaves the room again. This will be agreed by the member of staff, manager and the Senior EYE in order to cause as little upset as possible to all children involved.

We encourage and support mothers who are breast-feeding when they return to work. Where a practitioner's baby requires breastfeeding, the nursery will ensure there are time and facilities to do so. Cover will be provided during this time.

Manager's signature

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