



Oakbridge Little Learners LTD
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STAFF WORKING WITH OWN CHILD OR CLOSE RELATION

We believe our staff should remain neutral and treat all children with the same concern. This is why we feel it is inappropriate for staff to care for their own children whilst working in the nursery.

Staff will not work in the same room as their child or a close relation unless there is an approved exception. This will enable the child to develop independence and form positive relationships with other children in the group.

If a nursery outing occurs, the staff member will be assigned to a group that does not contain their child or close relation.

Staff caring for another staff members 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.

No discussion should take place during the session regarding the child's welfare until the staff member has finished work (unless in the case of an emergency).

Staff will be able to attend parent communication our side of their working hours to discuss their child's development.

If a staff members child becomes unwell at nursery, the staff member must be conscious of the staffing ratios and wait until appropriate cover can be found.

The staff 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 policy should be followed.