



Oakbridge Little Learners LTD
66-68 Bridge Cross Road
Burntwood, Staffordshire, WS7 2BY
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STAFF WORKING WITH OWN CHILD OR CLOSE RELATION

Policy Statement

Oakbridge Little Learners Ltd is committed to maintaining professional boundaries, safeguarding children, and ensuring that all children are treated fairly and consistently. We recognise that staff may have children or close relatives attending the nursery and have clear arrangements in place to manage this appropriately.

This policy ensures that staff are able to fulfil their professional responsibilities while supporting children to develop independence and form positive relationships with other adults and peers.

This policy is implemented in line with the Early Years Foundation Stage (EYFS) and should be read alongside the Safeguarding & Child Protection Policy, Staff Code of Conduct, Whistleblowing Policy, and the Parent Handbook.

Aims of the Policy

- To safeguard children and maintain professional boundaries
- To ensure fair and consistent practice
- To promote children's independence and wellbeing
- To protect staff from conflicts of interest or allegations
- To provide clear guidance for staff and management

General Principles

- Staff will not routinely work directly with their own child or a close relative
- Staff will not be allocated as the Key Person for their own child or close relative



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- Staff will treat all children and families equally, without favouritism
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Room Allocation

- Staff will not be placed in the same room as their own child or close relative wherever possible
 - Where exceptional circumstances require this, approval must be given by the Nursery Manager and a clear risk assessment completed
 - Any arrangement will be reviewed regularly
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Nursery Outings

- During outings, staff will be allocated to a group that does not include their own child or close relative wherever possible
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Professional Boundaries and Communication

- Staff must not discuss their own child's welfare during working hours, unless in an emergency
 - Staff must not comment on the quality of care their child is receiving during sessions
 - Any concerns must be raised through the appropriate nursery policies and procedures
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Parent Communication

- Staff may attend parent consultations or meetings regarding their own child outside of their working hours
- Staff must not use their position to influence decisions relating to their own child



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Illness and Emergencies

- If a staff member's child becomes unwell during the nursery day, staffing ratios and operational needs must be considered
- The staff member may attend to their child only once appropriate cover has been arranged
- Procedures will follow the Sick Child & Exclusion Policy

Staff Responsibilities

- Staff must continue to meet the needs of their assigned children and fulfil their job role at all times
- Professional conduct must be maintained consistently

Monitoring and Review

- Compliance with this policy is monitored by the Nursery Manager
- Any concerns are addressed promptly
- This policy is reviewed regularly to ensure it remains effective

Policy Review

Created: August 2015

Reviewed: January 2026