

**50. Staff Working with Their Own Children/Close Relation Policy**

At Guildford Montessori Nursery School, All Saints we understand the potential stresses of staff working in the same environment as their child or a close relation. We wish to support all employees in this position and request the member of staff meet with the nursery manager 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 nursery school.

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 in the nursery school and come to an agreement which suits us all. This agreement is based on the following principles:

* There is an agreed set of guidelines between the nursery school and the member of staff setting out the expectations of working with their child/close relation. These include a clear statement that during their time at nursery school the child is in the care of the nursery staff and it is the nursery school that retains responsibility for the child and their care
* Where this agreement is not working or is impacting on the care of the child or other children in the nursery school, 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 nursery school.

Where the manager assesses that the agreement is not working and/or there is an impact on the care of the children in the nursery school 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 to forge consistent relationships with other children in the nursery school

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| **This policy was adopted on** | **Signed on behalf of the nursery** | **Date for review** |
| *28th February 2023* | *E.Buchholdt* | *March 2024* |