

Chard NNI & Schools Out



Internal procedures – Staff children

Where members of staff have their own children with them at the setting, the age of the child must fall within the stipulated ages of the setting's Ofsted registration. Where they are likely to be working with their own children in a specific room, this would be subject to discussion before commencement with the manager & committee. This discussion should take place between the staff member and their manager and will cover in detail how the situation is to be managed and reviewed.

Where it is agreed that a member of staff's child attends the setting, it is subject to the following:

- The key principle that the child is treated by all staff as any other child would be. This includes treatment by the parent and all other staff members
- The child will not be in the parent's key group of children
- The key person and parent will work towards helping the child to make a comfortable separation from the parent in order to allow the parent to fully undertake their role as a staff member of the setting
- The key person will take responsibility for the child's needs throughout the day, unless the child is sick or severely distressed
- Time and space is made for the parent to breastfeed during the day – if that is their chosen method of feeding
- The situation is reviewed as required, so as to ensure that the needs of the child are being met, and that the parent is able to fulfil his/ her role as a member of staff within the setting.

