



Staff Children Attending the Nursery

Clare House Nursery welcomes applications from staff who wish for their child to attend the nursery. We recognise the benefits this can bring to both the child and their family while ensuring that the needs, safety and wellbeing of all children remain our priority.

Any arrangements for a member of staff's child to attend the nursery will be discussed and agreed with the Nursery Manager before admission. The child's attendance must fall within the age range of the nursery's Ofsted registration and be subject to the availability of places.

Where a member of staff is likely to work in the same room as their child, this will be carefully considered and, where appropriate, a risk assessment will be completed to ensure professional boundaries are maintained and the quality of care for all children is not compromised. Where it is identified that this arrangement may not be in the best interests of the child, the staff member, the wider staff team or the effective operation of the nursery, consideration may be given to temporarily or permanently deploying the member of staff to an alternative room. Any arrangements will be agreed with the Nursery Manager, reviewed regularly and adapted where necessary.

The following principles apply:

- Every child will be treated fairly, consistently and equitably, regardless of whether their parent or carer is employed by the nursery.
- A member of staff will not normally be their own child's Key Person. Another suitably qualified practitioner will be appointed as the child's Key Person and will take responsibility for their learning, development, care planning, observations and communication with parents.
- The Key Person will support the child to develop secure attachments with other members of staff and encourage a positive separation from their parent, enabling both the child and the staff member to feel confident within the nursery environment.
- Whilst working, the parent will fulfil their professional responsibilities and will not provide routine care for their own child unless this has been agreed as part of the child's care arrangements or there is an emergency.
- The child's Key Person will take primary responsibility for meeting the child's care and learning needs throughout the day. Where a child becomes unwell, injured or significantly distressed, the parent will be informed and appropriate arrangements made, as they would be for any other family.
- Where a member of staff is breastfeeding or expressing breast milk, reasonable time, privacy and suitable facilities will be provided in line with employment legislation and the nursery's commitment to supporting family-friendly working practices.
- Confidentiality will be maintained at all times, and information relating to the staff member's child will be shared only with those who need to know in accordance with the nursery's Confidentiality and Data Protection Policies.
- Staffing arrangements and ratios will continue to meet the requirements of the Statutory Framework for the Early Years Foundation Stage (EYFS). A staff member's child will be included within the appropriate statutory ratios in the same way as any other child attending the nursery.
- The Manager will review these arrangements regularly to ensure they continue to meet the needs of the child, the staff member, the wider staff team and the nursery.

Safeguarding

The welfare of all children remains paramount. Professional boundaries must always be maintained, and staff are expected to uphold the same standards of care, behaviour and safeguarding for their own child as they do for every other child attending Clare House Nursery. Any concerns regarding professional boundaries or potential conflicts of interest will be addressed promptly through supervision and, where necessary, the nursery's Staff Code of Conduct and safeguarding procedures.

