

Nursery team members working with their own children/close relation

At Raised In we understand the potential stresses of team members returning to work after having a baby or working in the same environment as their child or a close relation. We wish to support all employees in this position and request the members of the team meet with their Nursery Manager to discuss having their child or close relation within the nursery.

We believe our team should remain neutral and treat all children with the same regard. It is generally not appropriate for the team to care for their own children or those of a close relative whilst working in the nursery.

However, we recognise that this may not always be possible. We will also try to accommodate the wishes of any team member with a child or close relative in the nursery and come to an agreement which suits us all. This agreement is based on the following principles:

- Where team members work in the same room as their child or close relation, there is an agreed set of guidelines between the nursery and the team member setting out the expectations of working with their child/close relation. These include a clear statement that during their time at nursery, the child is in the care of the nursery and it is the nursery that retains responsibility for the child and their care.
- Where this agreement is not working or is impacting the care of the child or other children in the room, the Nursery Manager and team member will reassess the situation.
- Team members caring for another team 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.

Where the Nursery Manager assesses that the agreement is not working and/or there is an impact on the care of the children in the room because of the team member's relationship with their child or close relation:

- The Nursery Manager will consider moving the team member and not the child. This will enable the child to be in the appropriate age/stage group and to continue to forge consistent relationships with other children in this group.
- Where the team member is in another room, there will be an agreement between the team member, Nursery Manager and Room Leader about contact with the child

during the nursery day. Although we do not want to restrict a parent from seeing their child, we must consider the room routine and the upset a visit may cause the child when their parent leaves the room again.

- If staff shortages result in the movement of the team, the team member will be placed in a different room to that of their child or close relation, wherever possible.
- Where a team member's baby requires breastfeeding, the nursery will adapt the above guidelines to suit both the baby's and parent's needs. Cover will be provided during this time.

Signed: Nicola Brimble Head of Nursery

Date: 01 December 2023

Review Date: December 2024

This policy links to: Promoting Positive Behaviour Policy and Biting Policy