



Internal procedure – 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 settings Ofsted registration.

Where they are likely to be working with their own child in a specific room, this would be subject to discussion with the Manager and committee before commencement.

Further conversation with the parent will take place to cover in detail how the situation will be managed and reviewed.

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

- Do we need to alter the parents/staff member room placement to avoid both parent and child being in the same room together.
- The key principle is that the child is treated by all staff as any other child would be. This includes treatment by the parent of the child.
- The child will not be in the parent's key group.
- The key person and parent will work together to support happy and comfortable separation from their parent.
- The key person will take responsibility of their care needs throughout the day.
- Time and space would be made for breastfeeding if required.
- The situation is reviewed as required, so as to ensure that the needs of the child are met and the parent is able to fulfil their role as a member of staff.