

Safeguarding and Welfare Requirement: Staff: Staff children

Staffing arrangements must meet the needs of all children and ensure their safety.



5.2 Policy on Children of Staff

Policy statement

POLICY STATEMENT

Nomansland Pre-School values its staff and recognises the hard work and commitment they offer the setting. The Pre-School strives to offer a work life balance for staff, and acknowledges that most staff members have children, families and other commitments.

Due to the nature of the job it is essential that staff ratios are maintained during sessions and that staff can give their undivided attention to the children who attend Nomansland.

AIM OF POLICY

To clearly set out Nomansland Pre School's position with regard to children, for whom staff have parental responsibility for, attending the setting.


PROCEDURE

Nomansland Pre-School is a term time only setting and the hours generally coincide with the hours of local schools. However, on occasion, the hours/days may differ slightly from the local schools. Under these circumstances, staff are still expected to attend the Nomansland sessions for which they are required, unless leave has been agreed by the Manager.

It is not considered suitable for childcare staff to have their own children on the premises during sessions, staff meetings or training/open days, unless by prior agreement. This includes children who are absent from their own school/carer, for whatever reason.

The principle purpose of pre-school is to prepare the child for separation from their main carer. This cannot happen when the parent and child attend the same session. It can be stressful for both the child and the parent

as the child needs to form relationships with the other staff and the parent needs to give undivided attention to other children, yet each will naturally gravitate to the other. It can also be difficult for other childcare staff to deal effectively with the child concerned when the parent is there on a regular basis. It remains essential that all staff are able to cover sessions in the event of illness/emergency, however, where there is a child of a member of staff present, we would attempt to minimise these instances with the member of staff concerned. Nomansland Pre School would expect staff to show flexibility with regard to rotas wherever possible.

This policy was adopted at a meeting of	Nomansland Pre-School
Held on	8 th January 2013
Date reviewed	January 2020
Date to be reviewed	January 2021
Signed on behalf of the provider	
Name of signatory	Nikola Bishop
Role of signatory (e.g. chair, director or owner)	Chair