



Registered Charity No 1035670

## **Staff Working With Children or Close Relations Policy**

Beckley Pre-School understands the stresses of returning to work after having a baby or working alongside your child or a close relation. We wish to support smooth transitions for both the member of staff and the child, therefore we request the member of staff meet with the Manager/Chair of committee to discuss the needs of all parties.

We believe our staff should remain neutral and treat all children with the same concern.

Where staff are positioned in the same room as their child or close relation an agreed set of guidelines will be adopted by both the Pre-School and the member of staff to set out the expectations of working with their child/close relation.

This situation can be reassessed if we feel it isn't working for anyone involved.

Staff caring for another staff 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 Pre-School.

Where a staff member's baby requires breastfeeding, the Pre-School will adapt the above guidelines to suit both baby's and mother's needs. Cover will be provided during this time.

This policy was adopted by the management committee of Beckley Pre-School on:

Date:

Name of signatory:

Role of signatory: