



STARLINGS PRESCHOOL

1.7 Children of Staff Members

Table of contents

Policy Statement	1
Procedures.....	1

Policy Statement

We value our staff and recognise the hard work and commitment they offer the setting. We acknowledge that most staff members have children.

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 Starlings Preschool.

Procedures

For the purposes of this policy, members of staff are also taken to include volunteers.

Starlings Preschool is a term time only setting and the hours generally coincide with the hours of local primary schools. However, on occasion, the hours/days may differ slightly from the local schools, for example INSET days. Under these circumstances, staff are still expected to attend Starlings Preschool sessions for which they are required.

It is not considered suitable for staff to have their own children on the premises during session time, staff meetings, or training. This includes children who are absent from their own pre-school/school/carer, for whatever reason.

It is also considered unsuitable for the children of staff to attend the pre-school as members of the group during their staff parents' regular hours of work, as this may cause conflicts of interest between the pre-school, parent and child.

One of the principal purposes of our 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 is 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. It is also difficult for other staff members to deal effectively and un-self-consciously with the child concerned when the parent is there.



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In an emergency, the management team may consider that a member of staff can work with their child in attendance for a one-off session where this is necessary to ensure that ratio's remain within the Statutory requirements. In this instance, without the member of staff, other children would not have been able to attend pre-school for this session.

This policy was adopted by Starlings Preschool

On 6th September 2021

Date to be reviewed

Signed on behalf of the management committee

Name of signatory Tricia Hunt

Role of signatory Chairperson