



Peter's Patch
Forest School - Day Care - After School Club

Staff Working With Their Own Children Policy

Peter's Patch Day Nursery is committed to providing a flexible work environment for its staff members. Considering this Staff members can bring their own children to the nursery.

However, this arrangement is subject to continuous reviews.

The review will consist of:

- How individual staff members work with their children.
- If all policies are being adhered to.
- The feelings of other staff members and parents.
- The feelings and needs of the staff members child.
- Staff member's children should receive the same nursery experience as any of the other children attending the setting.
- Staff should give feedback to their child's key worker at the beginning of the day and no further discussion should take place until the staff member has finished work or is on a break (unless in the case of an emergency).
- Key worker's will complete records and staff will be able to attend parents' meetings to discuss their child's development.



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- If a staff member's child becomes unwell at nursery, the staff member must be conscious of the staffing ratios and wait until appropriate cover can be found.
- Staff must still be flexible with their working shift as long as appropriate notice is given.
- The Staff must at all time fulfil the needs of their own key group children and adhere to their job description at all times.
- Where possible staff won't be a key worker for their own children and will not work where possible in the same room as their child.
- Staff must not make comments about the quality of care their child is receiving in the room, if they have any concerns the appropriate policy should be followed.
- Staff should not spend time pointing out their child to other parents/ staff or discussing them continuously.
- Staff who are friends with parents in the nursery should not pass on information about their child or other staff member's children to other parents whom they are friends with.

Updated: November 2024