# STAFFING WORKING WITH THEIR OWN CHILDREN OR CHILDREN OF CLOSE FRIENDS/RELATIVES (INCLUDING BREAST FEEDING AND EXPRESSING OF BREAST MILK) POLICY

When staff are working with their own children they must remain neutral and treat all children with the same regard.

During their time at nursery children of staff are in the care of the nursery and all policies and procedures must be followed, the same as for any other child.

Where problems arise with staff and their children working together, this will be discussed between the staff member and a member of the management team. Consideration may be given to changing the staff members group of work to move them away from their child, whilst allowing the child to stay in the appropriate age group with their peers.

When a parent and child are in two separate groups but the parent wants to ‘pop in’ and see their child this must be agreed with a member of management, giving consideration to the care of the children which the staff member is responsible for, and whether this could be unsettling for their child.

When staff return to work after a pregnancy if they are still breast-feeding or expressing milk and wish to request longer/extra breaks or flexible working, a discussion will be held between themselves and a member of management. In addition to the benefit to the child and parent, consideration will be given to the impact this may have on their job role and the business.

If staff members wish to breast feed or express milk during the lunch breaks, or on other pre-arranged breaks then we will aim to provide an area for their use which is private and hygienic.

Staff caring for a colleague’s child are to treat them as they would any other child/family. No special treatment shall be offered and all policies and procedures are to be followed at all times, as for any other child.

Where possible keyworkers will not have in their groups their own children or children of a close friend or relative as this may prevent them from making neutral decisions, particularly with regard to safeguarding. We appreciate that at times this may not be possible, (for example where the family are known to more than one practitioner in a group), then the keyperson and co-keyperson are to work closely together to care for the child and discuss any concerns with their line manager.

**If you have any queries or concerns in relation to this policy, please speak to a member of the management team.**

Policy revised January 2019 Lisa Gray