



2K

## **Staff Working with their Own Children or Close Relations**

Bradpole Preschool is committed to providing a supportive, professional working environment for all staff members. It is our preference that staff do not have their own children or close relatives attending the preschool. However, we recognise that this may not always be possible. In circumstances where this arrangement is unavoidable, the following policy will apply.

- Staff would be expected to always maintain a high level of professionalism while working. Having their own children or close family members should not have a negative impact on their work and that of other members of staff. We believe that staff should remain neutral and treat all children with the same regards. It is generally not appropriate for staff to care for their own children or those of a close relative while working in the preschool. The preschool recognises that this may not always be possible.
- The staff member will not be a keyperson for their own child and when possible, the child will be on the other keyperson team.
- The staff members should allow other members of the staff to deal with any behavioural issues.
- Staff member's children or close relatives should receive the same experience as any other child attending the setting.
- Staff caring for a colleague's child will treat them as they would any other parent/child.
- When problems arise or there is a negative impact on the care of the child or other children, the preschool leader and the member of staff will reassess the situation.

This policy was adopted at a meeting of: The Committee of Bradpole Preschool  
Held during the Autumn Term 2025

Date to be reviewed: Autumn Term 2026