Staff Working with their Own Children or Close Relations

Staff Working with their Own Children or Close Relatives Policy

Policy statement

Bradpole Preschool is committed to providing a supportive, professional, and inclusive working environment for all staff members while ensuring high-quality care and education for all children attending the setting.

We recognise that staff members may wish for their own children or close relatives to attend the Preschool. However, the Preschool acknowledges that such arrangements can present challenges in relation to professional boundaries, confidentiality, staff deployment, behaviour management, safeguarding responsibilities, and the day-to-day operation of the setting.

For this reason, Bradpole Preschool will carefully consider any request for a staff member's child or close relative to attend the setting. In most circumstances, the Preschool would discourage such arrangements where alternative childcare options are available, in order to avoid potential conflicts of interest and to maintain professional boundaries and the effective operation of the setting.

Where a staff member's child or close relative does attend the Preschool, clear professional boundaries and procedures will be maintained to ensure fairness, professionalism, confidentiality, and the consistent delivery of high-quality care for all children.

The welfare and best interests of all children remain paramount at all times.

Procedures

- Staff members are expected to maintain a consistently high level of professionalism at all times. Having their own child or close relative attending the Preschool must not negatively impact their work or the work of other staff members. All children must be treated equally and with the same level of care and respect.
- While we do discourage staff from having their own child attending the setting, should this situation arise, a member of staff would not act as the key person for their own child or close relative.
- Behavioural concerns involving a staff member's child or close relative should be managed by another member of staff wherever possible.
- Staff members' children or close relatives will receive the same experiences, opportunities, expectations, and boundaries as all other children attending the setting.
- Staff caring for a colleague's child will treat them in the same professional manner as they would any other child or family within the Preschool.
- Staff members must maintain confidentiality and appropriate professional boundaries at all times.
- Staff members must not show preferential treatment towards their own child or close relative.
- Any concerns, complaints, or conflicts relating to these arrangements will be managed in accordance with Preschool policies and procedures.
- If concerns arise, or there is any negative impact on the care of the child, other children, or the staff team, the Preschool Leader and the staff member will meet to review and reassess the arrangement.

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Legislation and guidance

This policy is based on the following legislation, statutory requirements and guidance:

- Early Years Foundation Stage (EYFS) Statutory Framework for Group and School-Based Providers (effective from 1 September 2026).
- Equality Act 2010.
- Safeguarding Vulnerable Groups Act 2006.
- Working Together to Safeguard Children (2026).
- Guidance for Safer Working Practice for Those Working with Children and Young People in Education Settings (Safer Recruitment Consortium, February 2022).
- Data Protection Act 2018.
- UK General Data Protection Regulation (UK GDPR).

This policy was adopted by the Bradpole Preschool Committee

During the Autumn Term 2026

Date to be reviewed Autumn Term 2027