

2.4 POLICY ON STAFF CHILDREN

1.0 POLICY STATEMENT

Rainbow Preschool values its staff and recognises the hard work and commitment they offer the setting. The Preschool strives to offer a work life balance for staff, and acknowledges that most staff members have children, families and other commitments.

Due to the nature of the job it is essential that staff ratios are maintained during sessions and that childcare staff can give their undivided attention to the children who attend Rainbow.

2.0 AIM OF POLICY

To clearly set out Rainbow Preschool's position with regard to children, for whom childcare staff have parental responsibility for, attending the setting.

1.0 PROCEDURE

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

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

It is also considered unsuitable for the children of childcare staff to attend the Preschool as members of the group during their staff parent's regular rota'd sessions, because it might create conflicts of interest between the Preschool, parent and child.

The principal purpose of preschool 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, yet each will naturally gravitate to the other. It is also difficult for other childcare staff to deal effectively and un-self-consciously with the child concerned when the parent is there on a regular basis.

It remains essential that all childcare staff are able to cover sessions in the event of illness/emergency, however, where there is a child of a member of staff present, we would attempt to minimise these instances with the member of staff concerned. Rainbow Preschool would expect staff to show flexibility with regard to rotas wherever possible.

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This policy was adopted at a meeting of	Rainbow Preschool
Held on	01/04/2019
Date to be reviewed	2021/2022
Signed on behalf of the management committee	
Name of signatory	Lisa Brown and Lucy Daybell
Role of signatory (e.g. chair/owner)	Co-chairs