

Employees with Children at Nursery Policy

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Next Review Due: September 2026

Our Values

At Young Friends Kindergarten, our first priority is always the safety, wellbeing, and equality of every child in our care. While we appreciate that staff may wish their own children to benefit from our provision, experience has shown that this arrangement can compromise fairness, focus, and professional boundaries.

Our approach is guided by:

- **Safeguarding** – Clear boundaries between professional and parental roles protect all children and staff.
 - **Fairness** – Every child and family must feel equally valued, with no risk of preferential treatment.
 - **Sustainability** – Open-plan working requires consistency and focus from the whole team.
 - **Community** – Our ethos of kindness, equality and professionalism is best maintained when parent and staff roles remain separate.
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Policy Statement

Staff members are not permitted to have their children attend Young Friends Kindergarten, except in exceptional circumstances where the role is **fully office-based and not within child ratio or direct care**.

This decision protects:

- The **quality of education and care** for all children.
 - **Safeguarding boundaries** between staff and families.
 - The **professional focus** of staff during working hours.
 - The **team culture**, reducing stress and ensuring fairness.
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Aims and Purpose

- To uphold the highest standards of safeguarding.
 - To protect the equality of experience for all children and families.
 - To ensure staff remain fully focused on their professional responsibilities.
 - To prevent disruption and stress for colleagues working in our open-plan environment.
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Applicability

This policy applies to all staff members.

Procedures

- **No staff children in care:** We do not allow on floor educators to have children at the kindergarten
- **Exception for office-based roles:** Only in roles separate from children (e.g. office manager) may staff have a child on site, as they are not part of the daily care team.
- **Safeguarding:** This ensures clear boundaries and prevents blurred roles or awkwardness.
- **Fairness:** Other families must feel confident that all children receive the same level of attention and care.

- **Team wellbeing:** Experience has shown that colleagues can find it stressful when staff attempt to balance parenting and work in the open-plan environment.
 - **Transparency:** This clear policy reassures staff and parents that our focus remains on the highest-quality provision.
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Parent-Facing Explanation

Parents and families often ask why staff children are not admitted into our care. This is because:

- We uphold **the highest expectations** for safeguarding and equality.
- Our open-plan environment makes it difficult for staff to balance professional and parental roles without disruption.
- We want to ensure that every child is treated equally, with no risk of preferential treatment.
- This ensures our team remain fully focused on their work, not split between professional duties and parenting.

The only exception is for roles that are **completely office-based** and separate from children, where this does not affect the team or children's daily experience.

This policy is one of the ways we maintain the **high standards that justify our fees**, ensuring that all children benefit from a safe, fair, calm and consistent environment.

Review and Monitoring

- This policy is reviewed annually.
 - Any requests for exceptions must be discussed with management and will only be considered if the staff member's role is completely outside of ratio and not child facing.
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Linked Policies

- Staff Code of Conduct
 - Safeguarding and Child Protection
 - Equality and Diversity
 - Supervision and Appraisal
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Authorisation

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Owner and Director

Young Friends Kindergarten

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