



SECTION 4: Human Resources

Staff working with their own children/close relation

At Stanmore Montessori we understand the potential stresses of staff returning to work after having a baby or working in the same environment as your child or a close relation. We wish to support all employees in this position and request the member of staff meet with the manager and owner, where appropriate, to discuss the needs of all parties.

We believe our staff should remain neutral and treat all children with the same regard. It is generally not appropriate for staff to care for their own children or those of a close relative whilst working at Stanmore Montessori.

However, we recognise that this may not always be possible. We will also try to accommodate the wishes of any staff member with a child or close relative in the setting and come to an agreement which suits us all. This agreement is based on the following principles:

- Where staff work with their child or close relation, there is an agreed set of guidelines between the setting and the member of staff setting out the expectations of working with their child/close relation. These include a clear statement that during their time at Stanmore Montessori the child is in the care of the setting and it is the setting that retains responsibility for the child and their care.
- Where this agreement is not working or is impacting on the care of the child or other children, the manager and member of staff will reassess the situation.
- Staff caring for another staff member's child will treat them as they would any other parent/child. No special treatment will be offered to any child or parent who has connections with Stanmore Montessori.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>1 September 2025</i>	<i>Nicky Quint</i>	<i>1 September 2026</i>