

Working with Kin Policy

Health and Social Care Standards:

3.3 I have agreed clear expectations with people about how we behave towards each other, and these are respected.

3.8 I can build a trusting relationship with the person supporting and caring for me in a way that we both feel comfortable with

Stramash recognises staff may wish for their own children, or children they are related to, to experience the Stramash approach to early years. In doing so, Stramash recognises that staff may be working in sessions where their own children attend.

Staff should first speak with their Team Leader about registering their child for sessions. The length and quantity of sessions will be considered. Team Leaders will try to accommodate the wishes of any staff member to come to an agreement which suits both parties. This agreement is based on the following principles:

- It is understood the settling in process may take longer
- It is understood the child will naturally gravitate towards their parent/family member
- Staff will not be their own child's key worker
- Staff are expected to maintain the same level of professionalism, as otherwise would be the case
- Staff are responsible for providing a quality experience for all children, as otherwise would be the case
- Staff must carry out tasks and routines, as otherwise would be the case
- 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 the nursery
- Where this agreement is not working or is impacting on the care of the child or other children in the session, the Team Leader and member of staff will reassess the situation.

As a team, prior to the child's start date, the team will discuss the child's needs and any support that will go into place to ensure the child is settled and the staff member is able to follow through with their role.

Staff Discount

Staff wishing to enrol their child will be entitled to a staff discount of 10% on any private charge. The terms and conditions for fees and payments will apply in the same manner as all other families at Stramash.

Holidays, Sickness and Planned absence

Staff should be aware that as per the terms and conditions, staff will continue to incur charges on their account for their child's non-attendance, such as planned absences, holidays and sickness.

Changes in Provider

Staff are free to change their provider of childcare at any time by giving a notice period of one month, as stated in the terms and conditions.