



## **STAFF WHO HAVE FAMILY MEMBERS ENROLLED AT THE CHILDREN'S CENTRE POLICY**

**NQS 4.1.1, 4.1.2, 4.1.3 February 2018**

Support will be given to a staff member wanting to enrol their child /ren or family member at the Children's Centre, provided the following guidelines can be maintained:

A staff member's child /ren or family member may be enrolled at the Children's Centre providing the staff member and the child /ren's relationship does not negatively impact on the program or smooth operation of the service. If either party does not manage the situation comfortably then it will be advised that alternative care will need to be explored. If the situation causes excessive or undue stress to other staff members then the Director and staff member will negotiate alternative possibilities.

It is recognised that all individuals will handle this type of situation differently, and in some instances staff having their own children at their place of employment may not be ideal. Therefore, the policy will remain flexible, with open and honest communication maintained at all times. The situation will be monitored closely by the Director and decisions or required changes / actions will be at their discretion. In the case that the Director's child attends the Children's Centre, the Chairperson of the Governing Council will be responsible for decision making and required action.

CREATED: January 2018

REVIEWED:

TO BE REVIEWED: September 2018

SOURCED: South Australian Curriculum Standards and Accountability Framework(2001)  
We Can Make a Difference – Learning and Developing in Child Care (2005)  
Program and Planning in Early Childhood Settings – 3rd edition