

Church of England School of the Resurrection

Policy for the staff and volunteers when children are family members.

March 2017

We are always pleased when staff choose this school for their children. Whilst we recognise the many benefits that it has for the families in terms of ensuring that their holiday pattern is the same and the ease with which staff are able to manage their arrival and departure times, we believe that it also demonstrates their own confidence in the school.

We recognise the importance of staff members with children at the school keeping their professional role separate from their role as parent. In school, whilst we accept that particularly with little children mistakes arise, in the main, we expect children to refer to staff by their title and surname, not using familiar terms.

Each year, when we allocate staffing roles, we consider all relationships between staff and children. We balance the need to deploy staff in a way that utilizes their particular skills to the best advantage of all the children along with the resilience of their own child. In our school we have several extended families. If relatives do work with their child, they must be aware of the importance of acting professionally without showing favouritism, and that there will be consequences if they do not act appropriately. All staff are made aware of the school's Whistle Blowing Policy. (It is on display in the staffroom).

One area where we are unable to separate children and family members is during our Breakfast Club and After School Club as children are managed in two age groups only. A parent may have children in both age groups. Professionalism must be maintained.

Parents who volunteer to help in school, will as far as practicable be placed in different classes to their own child. On occasions, particularly with the younger children, or if a child has a complex medical need, a parent may volunteer to help on a school trip. In this case, it is likely that their own child would be one of their group. The Risk Assessments and arrangements for the trip are shared with all adults and must detail the staff Code of Conduct.

Should circumstances arise that necessitate a member of staff reprimanding their child, it would be appropriate for the issue to be dealt with by another member of staff. This will ensure that we can demonstrate that all children are being treated equally and without preference.