

Green Templeton College University of Oxford

Children at Work

Introduction

It is recognised that sometimes childcare arrangements break down and it may be preferable to allow a child to come to work with their parent/carer, rather than that person take time off work.

However, individual circumstances differ and there are factors such as age of child, health of child (i.e. are they off sick from school), parents' working environment to take into account.

Other issues are listed below:-

- Environments – some environments just aren't suitable for children, e.g. kitchens, areas where building work is being carried out,
- Colleagues – younger children in particular can be disruptive to workers in a shared environment, particularly those who do work that requires high levels of concentration.
- Distractions – Caring for a child at work could distract a member of staff from their work and reduce productivity.

Risk Assessment

Staff may bring their children into the workplace, subject to their line manager having carried out a risk assessment taking into account the above issues and finding that it is safe and acceptable to all parties for the child to be in College.

The staff member must have written or e-mailed permission from their line manager before bringing the child to work.

This does not include family events which take place on College premises, such as the annual garden party or, as an example, times when staff bring a new baby in to visit.