

Nurseries Policies

Sussex House Nursery and Wendy House Nursery

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During the registration process it is important for the nursery to know all the details about the parents, this includes details about who does/does not have Parental Responsibility (please see information the legal position of 'Who Has Parental Responsibility')

If a child is registered by one Parent of a separated family the nursery requests that all details relating to the child and the other parent are disclosed wherever possible.

We recognise that during a child's time in the nursery family circumstances can change, therefore the nursery will require the following information if a parent is unpermitted to collect a child from nursery or Parental Responsibilities have been relinquished:

- Court Order stating removal of Parental Responsibility
- Any Court Orders or Injunctions involving the Child
- Any further Court Orders and Injunctions relating to the immediate Family Members and not the Child is requested to avoid any difficult situations

Who Has Parental Responsibility:

A Mother automatically has Parental Responsibility for the child from birth.

A Father usually has Parental Responsibility if he is:

- Married to the Child's Mother
- Listed on the Birth Certificate (dependent on date and part of UK child born)
- Applied for Parental Responsibility from the Courts

Parental Responsibility for Child's Birth Registered in England and Wales:

- If Parents are married when the child is born
- Jointly Adopted a child
- For unmarried Parents:
 - Jointly registered the birth with the Mother (from Dec 2003)
 - Parental Responsibility Agreement with the Mother
 - Obtained responsibility from the Court

Parental Responsibility for Child's Birth Registered in Scotland:

- The Father is married to the Mother when the child is conceived or marries any point afterwards
- Unmarried Father is named on the Birth Certificate (from May 2006)
- Parental Responsibility for Child's Birth Registered in Northern Ireland:
 - The Father is married to the Mother when the child is born
 - If he is named / becomes named on the child's Birth Certificate (April 2002)
- Parental Responsibility for Child's Birth Registered outside the UK:
 - Is dependent on the part of the United Kingdom the child is now resident.

Same Sex Parents:

Same sex-parents who were civil partners at the time of treatment will both have Parental Responsibility.

Non- Civil Partners

Same-sex parents who are not civil partners the two parents can obtain Parental Responsibility by either:

Applying for Parental Responsibility Becoming Civil Partners or jointly registering the birth

Ref: gov.uk/parental responsibilities September 2017

Nursery Procedures on Parental Responsibility / Share Care of Parents:

BSUH Nurseries will:

- Ensure the Child's welfare is paramount in all operations relating to their time within the nursery
- Comply with details of a Court Order where they are applicable to the settings situation, **provided the setting has a Copy in the Childs File**
- Provide information on the Childs progress within the nursery to both parents
- Invite both Parents to nursery events; including parent consultations, social events – subject to terms and conditions of any Court Order / Injunction
- Ensure any Incident / Accident within the nursery relating to the child is reported to both parents as soon as possible
- Ensure that all matters known by the Nursery Staff relating to the family shall remain confidential (subject to any Child Protection concern, please see Safeguarding Policy)
- Ensure that no member of staff takes sides AND treats both parents equally

The Nurseries requests that all Parents:

- Speak to staff members appropriately and in-line with our Conduct Policy
- Talk to Nursery Management Team either informal chat or an informal meeting away from the child to avoid upset.
- Work with the Nursery Staff to ensure continuity of care and to support the child
- Not to involve staff members in any family dispute unless it directly impacts on the care of the child.
- Not to ask the Nursery to takes sides in any dispute.
- Provide us with copies of all information relating to Parental Responsibility Agreement, Court Orders and Injunctions.
- Ensure contact names and details are up to date and correct.

Brighton & Sussex University Hospitals Nurseries CAN NOT restrict or refuse access to any Parent with Parental Responsibility unless a formal Court Order is in place.