

Sickness and Illness Policy

Reviewed: 25 September 2026 · Next review due: 25 September 2027

The nursery exclusion periods set out below apply to all families from the date they are notified of them.

At **Circadian Nest Nursery** we promote the good health of all children attending including oral health by:

- Asking parents to keep children at home if they are unwell. If a child is unwell, it is in their best interest to be in a home environment rather than at nursery with their peers
- Asking staff and other visitors not to attend the setting if they are unwell
- Helping children to keep healthy by providing balanced and nutritious snacks, meals and drinks
- Minimising infection through our rigorous cleaning and hand washing processes
- Ensuring children have regular access to the outdoors and having good ventilation inside
- Sharing information with parents about the importance of the vaccination programme for young children to help protect them and the wider society from communicable diseases
- Sharing information from the Department of Health that all children aged 6 months – 5 years should take a daily vitamin
- Having areas for rest and sleep, where required and sharing information about the importance of sleep and how many hours young children should be having.

Our procedures

In order to take appropriate action of children who become ill and to minimise the spread of infection we implement the following procedures:

- If a child becomes ill during the nursery day, we contact their parent(s) and ask them to pick up their child as soon as possible. During this time we care for the child in a quiet, calm area with their key person (wearing PPE), wherever possible
- We follow the guidance published by UK Health Security Agency for managing specific infectious diseases¹ and advice from our local health protection unit on exclusion times for specific illnesses, e.g. sickness and diarrhoea, measles and chicken pox, to protect other children in the nursery
- Children with vomiting and/or diarrhoea must not return to nursery until they have been clear for at least 48 hours after the last episode
- Because the children in our care are very young and in close physical contact throughout the day, the infections below spread quickly. For these, we apply our own exclusion periods, which are stricter than the minimum UKHSA guidance. This is a deliberate decision to protect all children and staff, and it is applied to every family in the same way:
- Head lice — treatment must be carried out before your child next attends. Once treated, your child can attend as normal. Please tell us so that other families can be asked to check. If live lice are found during the day, we will let you know and ask that treatment is carried out that evening

¹ <https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities/managing-specific-infectious-diseases-a-to-z>

- Conjunctivitis — treatment must be started, or advice sought from a pharmacist or GP, before your child next attends. Once treatment has started, your child can attend as normal. If the eye is heavily weeping, or your child is unwell in themselves, we will ask you to collect them
- Hand, foot and mouth disease — the child must not attend while they are unwell or have a temperature. They can return once they are well in themselves.
- Chickenpox — the child must not attend until all spots have crusted over
- For all other infectious illnesses, we follow UKHSA exclusion guidance. Where there is any doubt, the manager on duty decides whether a child can attend
- Parents must not give paracetamol, ibuprofen or any other medicine before nursery to bring down a temperature or hide symptoms. A child who needs medicine to seem well enough for nursery is not well enough to attend. Bringing a child to nursery during an exclusion period, or after giving medicine to mask symptoms, is a serious breach under our Parent and Carer Code of Conduct
- Fees remain payable during exclusion periods, in line with the Parent Contract
- We inform all parents if there is a contagious infection identified in the nursery, to enable them to spot the early signs of this illness. We thoroughly clean and sterilise all equipment and resources that may have come into contact with a contagious child to reduce the spread of infection
- We notify Ofsted as soon as is reasonably practical, but in any event within 14 days of the incident of any food poisoning affecting two or more children cared for on the premises
- We ask parents to keep children on antibiotics at home for the first 48 hours of the course (unless this is part of an ongoing care plan to treat individual medical conditions, e.g. asthma and the child is not unwell). This is because it is important that children are not subjected to the rigours of the nursery day, which requires socialising with other children and being part of a group setting, when they have first become ill and require a course of antibiotics
- We have the right to refuse admission to a child who is unwell. This decision will be taken by the manager on duty and is non-negotiable
- We make information about head lice available and ask all parents to check their child's hair regularly. If your child has head lice, please tell the nursery so that other parents can be alerted to check their children's hair (your child will not be named)

Meningitis procedure

If a parent informs the nursery that their child has meningitis, the nursery manager will contact the Local Area Infection Control (IC) Nurse. The IC Nurse will give guidance and support in each individual case. If parents do not inform the nursery, we may be contacted directly by the IC Nurse and the appropriate support given. We will follow all guidance given and notify any of the appropriate authorities including Ofsted where necessary.

We will follow the transporting children to hospital procedure in any cases where children may need hospital treatment.

The nursery manager or selected staff member must:

- Inform a member of the management team immediately
- Call 999 for an ambulance immediately if the illness is severe.
- Follow the instructions from the 999 call handler

- Whilst waiting for the ambulance, a member of staff must contact the parent(s) and arrange to meet them at the hospital
- Redeploy staff if necessary to ensure there is adequate staff deployment to care for the remaining children. This may mean temporarily grouping the children together
- Arrange for the most appropriate member of staff to accompany the child taking with them any relevant information such as registration forms, relevant medication sheets, medication and the child's comforter
- Remain calm at all times. Children who witness an incident may well be affected by it and may need lots of cuddles and reassurance. Staff may also require additional support following the accident.

This policy will be reviewed at least annually in consultation with staff and parents and/or after a significant incident, e.g. serious illness and/or hospital visit required.

Adopted (initial)	Reviewed	Next review	Signed on behalf of the nursery
1 February 2026	25 September 2026	25 September 2027	Suhail Farooq, Director