

### Children in College

1. The College seeks to facilitate the balancing of work and family commitments where possible. Accordingly, this policy endeavours to support staff who have children while at the same time to secure the College's operational needs and compliance with health and safety requirements. The College has decided to strike the balance by permitting staff, both academic and non-academic, to bring children into the College without permission needing to be sought but on the understanding that children should not normally be brought into College during their normal working hours.
2. The College welcomes children of guests. Children of guests are entitled to stay overnight in guest rooms. However, children of guests who are under the age of 16 are not permitted to stay in guest rooms alone.
3. Any person who brings a child into College must take reasonable care to ensure their safety.
4. Children are welcome to dine in Hall provided that they are at least 8 years old in the case of formal lunches or at least 16 years old in the case of formal dinners.
5. A "*child*" is any person who is under the age of 18.
6. This Policy:
  - a. will come into effect 2 weeks after the date on which it has been approved by Governing Body;
  - b. supersedes the Guidance for Employees on the Safety of Children and Young Persons on College Owned Premises dated November 2015; and
  - c. shall be reviewed by 31 December 2029.

*Approved by Governing Body – February 2025*