

Safeguarding and Welfare Requirement: Key Person

Each child must be assigned a key person. Their role is to help ensure that every child's care is tailored to meet their individual needs, to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents



4.1 The role of the key person and settling-in

Policy statement

At Abinger Common Nursery we believe that children settle best when they have a key person to relate to, who knows them and their parents well, and who can meet their individual needs. We are committed to the key person approach which benefits the child, the parents, the staff and the setting. It encourages secure relationships which support children to thrive, give parents confidence and make the setting a happy place to attend or work in.

We want children to feel safe, stimulated and happy in the setting and to feel secure and comfortable with our Nursery Team. We also want parents to have confidence in both their children's well-being and their role as active partners with our setting. We aim to make our setting a welcoming place where children settle quickly and easily because consideration has been given to the individual needs and circumstances of children and their families.

The key person role is set out in the Safeguarding and Welfare Requirements of the Early Years Foundation Stage. Each child must have a key person. These procedures set out a model for developing a key person approach that promotes effective and positive relationships for children.

Procedures

- ✦ Children are allocated their key person after an initial settling in period, once we can see who the child is naturally migrating to and developing a connection with.
- ✦ The key person is responsible for:
 - Building up a secure connection with the children in their key group and being a crucial point of contact for their families.
 - Completing relevant forms with parents, including consent forms.
 - Explaining our policies and procedures to parents with particular focus on policies such as safeguarding and our responsibilities under the Prevent Duty.
 - Offering unconditional regard for the child and being non-judgemental.

- Working with the parents to plan and deliver a personalised plan for the child's well-being, care and learning.
 - Developmental records and for sharing information on a regular basis with the child's parents to keep those records up-to-date, reflecting the full picture of the child in our setting and at home.
 - Having links with other carers involved with the child and co-ordinating the sharing of appropriate information about the child's development with those carers.
 - Encouraging positive relationships between children in her/his key group, spending time with them as a group each day.
- ✦ We promote the role of the key person as the child's primary carer in [our/my] setting, and as the basis for establishing relationships with other adults and children.

Settling-in

- ✦ Before a child starts to attend our setting, we use a variety of ways to provide his/her parents with information. These include written information within our Welcome Pack, displays about activities available within the setting, information evenings, individual meetings with parents and access to our weekly Parent Update via email.
- ✦ During the half-term before a child is enrolled, we provide opportunities for the child and his/her parents to visit the setting for some taster sessions.
- ✦ We use pre-start visits and the first session at which a child attends to explain and complete, with his/her parents, the child's registration records.
- ✦ When a child starts to attend, we explain the process of settling-in with his/her parents and jointly decide on the best way to help the child to settle into the setting.
- ✦ We have an expectation that the parent, carer or close relative, will stay for most of the session during the first week, gradually taking time away from their child; increasing this time as and when the child is able to cope.
- ✦ Younger children will take longer to settle in, as will children who have not previously spent time away from home. Children who have had a period of absence may also need their parent to be on hand to re- settle them.
- ✦ When parents leave, we ask them to say goodbye to their child and explain that they will be coming back, and when.
- ✦ We recognise that some children will settle more readily than others, but that some children who appear to settle rapidly are not ready to be left. We expect that the parent will honour the commitment to stay for at least the first week, or possibly longer, until their child can stay happily without them.
- ✦ We do not believe that leaving a child to cry will help them to settle any quicker. [We/I] believe that a child's distress will prevent them from learning and gaining the best from the setting.
- ✦ We reserve the right not to accept a child into the setting without a parent or carer if the child finds it distressing to be left. This is especially the case with very young children.
- ✦ Within the first four to six weeks of starting, we discuss and work with the child's parents to begin to create their child's record of achievement.

The progress check at age two

- ✦ The key person carries out the progress check at age two in accordance with any local procedures that are in place and referring to the guidance *A Know How Guide: The EYFS progress check at age two*.
- ✦ The progress check aims to review the child's development and ensures that parents have a clear picture of their child's development.
- ✦ Within the progress check, the key person will note areas where the child is progressing well and identify areas where progress is less than expected.
- ✦ The progress check will describe the actions that will be taken by us to address any developmental concerns (including working with other professionals where appropriate) as agreed with the parent(s).
- ✦ The key person will plan activities to meet the child's needs within the setting and will support parents to understand the child's needs in order to enhance their development at home.

COVID-19 Update

During the COVID-19 outbreak it is likely that some children will not have their usual key person. Where this is the case, the principles of the key person role are followed as closely as possible.

Any temporary staff must be trained to proficiently and safely administer medication and medical procedures for individual children. They must also adhere to the guidelines and procedures on caring for the individual needs of children with SEND, as detailed in their Health Care Plans. *8.4a Prioritised Place Risk Assessment* should be used to identify any risks that may be incurred due to a change in key person for such children.

2 year old progress checks may also not be completed during the outbreak due to staff shortages or children not attending due to the admissions priority given to vulnerable and key worker children, children with SEND, school leaves or those receiving 30 hour funding.

Further information

- ✦ Statutory Framework for the Early Years Foundation Stage: With non-statutory supporting documentation (Pre-school Learning Alliance 2017)
- ✦ Being a Key Person in an Early Years Setting (Pre-school Learning Alliance 2015)
- ✦ Creating a Learning Environment in the Home (Pre-school Learning Alliance 2015)

This policy was adopted by

Abinger Common Nursery

On

May 2020

Date to be reviewed

May 2021

Signed on behalf of the provider



Name of signatory

Mrs Emma Powell

Role of signatory (e.g. chair, director or owner)

Nursery Chair Person