

Safeguarding and Welfare Requirement 2017

Key person

3.27. *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 (in accordance with paragraph 1.10), to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents.*

The role of the key person and settling-in

Fennies allocates each child a key person who will gain trust with both child and parents. The key person will observation and interact with that child daily and support the child's daily care and needs.

"The Key Person approach recognises that an infant is distressed by differences and comforted by the familiar. A Key Worker, whose task is generally administrative and organisational, is not the same as a Key Person, who's role embodies 'an emotional relationship as well as an organisational strategy'" Elfer, Goldschmeid

Policy statement

Fennies Nurseries 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. Research shows that a key person approach benefits the child, the parents, the staff and the setting by providing secure relationships in which children thrive, parents have confidence, our staff are committed and the setting is a happy and dedicated place to attend or work in.

Fennies Nurseries want children to feel safe, stimulated and happy in the setting and to feel secure and comfortable with our staff. Fennies Nurseries also want parents to have confidence in both their children's well-being and their role as active partners with our setting. Fennies Nurseries 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

- We allocate a key person before the child starts.
- The key person is responsible for:
 - Providing an induction for the family and for settling the child into our setting.
 - 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.

- Acting as the key contact for the parents.
 - 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.
- Fennies Nurseries promote the role of the key person as the child's primary carer in our settings, and as the basis for establishing relationships with other adults and children.

Settling-in

- Before a child starts to attend our setting, Fennies Nurseries use a variety of ways to provide his/her parents with information. These include written information (including our prospectus and policies), displays about activities available within the setting, information days and evenings and individual meetings with parents.
- During the month before a child is enrolled, Fennies Nurseries provide opportunities for the child and his/her parents to visit the setting.
- The key person welcomes and looks after the child and his/her parents at the child's first session and during the settling-in process.
- We may offer a home visit by the person who will be the child's key person to ensure all relevant information about the child can be made known.
- Fennies Nurseries 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, Fennies Nurseries 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.
- Fennies Nurseries 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.
- Fennies Nurseries judge a child to be settled when they have formed a relationship with their key person for example, the child looks for the key person when he/she arrives, goes to them for comfort, and seems pleased to be with them. The child is also familiar with where things are and is pleased to see other children and participate in activities.
- When parents leave, Fennies Nurseries ask them to say goodbye to their child and explain that they will be coming back, and when.
- Fennies Nurseries 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. Fennies Nurseries 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.
- Fennies Nurseries do not believe that leaving a child to cry will help them to settle any quicker. Fennies Nurseries believe that a child's distress will prevent them from learning and gaining the best from the setting.
- Fennies Nurseries 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, Fennies Nurseries 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.

Internal use only

This policy was adopted on	Signed on behalf of the nursery	Date disseminated to staff	Date for review
<i>November 2016</i>			<i>November 2017</i>