



The role of the key person and settling-in policy

Policy statement

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. 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, staff are committed and the setting is a happy and dedicated 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 staff. We also want parents to have confidence in both their children's well-being and their role as active partners with the setting.

We aim to make the 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 setting must assign a key person for each child and the families will be informed of change in key worker.

The procedures set out a model for developing a key person approach that promotes effective and positive relationships for children who are in settings.

Procedures

- We allocate a key person before the child starts. We often refer to the key person as caregivers and the child/key person relationship requires high levels of nurturing and care.
- The Key person/caregiver is responsible for the induction of the family and for settling the child into our setting.
- 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.
- The key person works with the parents to plan and deliver a personalised care plan for the child's wellbeing. The key person acts as the key contact for the parents and has links with other carers if involved with the child, such as a childminder, other nursery and co-ordinates the sharing of appropriate information about the child's development with those carers using a contact book that can be used between settings.
- The key person is responsible for 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.



- The key person encourages positive relationships between children in her/his key group, spending time with them as a group each day. We provide a “buddy” key person so the child and the parents have a key contact in the absence of the child's key person.
- We promote the role of the key person as the child’s primary carer in our setting, and as the basis for establishing relationships with other staff and children.

Settling - in

Before a child starts to attend the setting, we use a variety of ways to provide his/her parents with information. These include written information (including our prospectus and policies), individual meetings and tours with parents and care plan meetings. We allocate a key person to each child and his/her family before she/he starts to attend; 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. 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 their child to settle into the setting.

Some children will take longer to settle in than others. Their key person will work with the family to ensure an effective transition. We 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.

This policy was adopted by: Tribe Incorporated Ltd

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Role: Owner/Director/DSL/SENCO

Signed on behalf of provider: