



09 Childcare practice procedures

09.3 Prime times – The role of the key person

'Each child must be assigned a key person' (EYFS 2021)

Babies and young children need to form a secure attachment to key person when they join the setting to feel safe, happy, and eager to participate and learn.

The key person role

- A key person builds an on-going relationship with the child and their parents and is committed to that child's well-being while in the setting.
- Every child that attends is allocated a key person before they begin settling in - it is not the responsibility of the child to choose their own key person.
- A 'secondary' key person is also identified for each child so that they can fulfil the role in the absence of the main key person, for example, during annual leave or sickness.
- The key person conducts the progress check at age two for their key children.
- The role is fully explained to parents on induction and the name of the child's key person and 'secondary' key person is available to view on the key person list which is on view in each room.
- The key person is central to settling a child into the setting. The setting manager and key person explain the need for a settling in process and agree a plan with the parents.
- Shift patterns and staff absence can affect a child who is just settling in; where possible, settling in should be matched to when the key person is on duty.
- The number of children for each key person considers the individual needs of children and the capacity of the key person to manage their cohort; it is also influenced by part-time places and part time staff. The setting manager should aim for consistency i.e. matching part-time staff to part-time children.
- The key person spends time daily with their key group to ensure their well-being.

Parents

- Key persons are the first point of contact for parents with regard to matters concerning their child and any concerns parents may have are addressed with the key person in the first instance.
- Key persons support parents in their role as the child's first and most enduring educators.
- The key person is responsible for the child's developmental records, completing the progress check at age two, and for sharing information about progress with the child's parents.

Learning and development

- The key person helps to ensure that every child's learning and care is tailored to meet their individual needs. This is achieved through regular observation and assessment of children, using information gathered about their achievements, interests and learning styles to plan for each individual child's learning and development.
- If a child's progress in any of the prime areas gives cause for concern, the key person must discuss this with the setting manager or SENCO and the child's parents.

Prime times

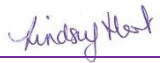
The key person role is explained further in the prime time procedures (09.4/6/7/8/10/14); the key person also maintains other responsibilities for key children including administering medication and signing accident records.

Secondary key person

- The role of the secondary key person is to step in when the main key person is absent or unavailable to provide a stable and consistent care relationship for the child.
- The secondary key person is identified when the child starts but is not introduced to the child until an attachment is beginning to form with the key person.
- The secondary key person gradually forms a relationship with the child until the child is happy to be cared for by this person.
- The secondary key person shares information with parents in the key person's absence and makes notes in the child's records where appropriate.
- The secondary key person ensures information is shared with the key person.

Safeguarding children

- The key person has a responsibility towards their key children to report any concern about their development, welfare, or child protection matter to the setting manager/safeguarding lead and to follow the procedures in this respect.
- Regular supervisions with the setting manager provide further opportunities to discuss the progress and welfare of key children.
- The secondary key person also has the duty to report any concerns they may have.

This policy was adopted by:	Peeples Childcare
On: *	November 2021
Updated:	November 2021
Signed on behalf of the provider:	
Name of signatory:	Lindsey Hart
Role of signatory (e.g. chair, director or owner):	Early Education and Childcare Manager

** This policy was adopted in November 2021 and will be reviewed annually and updated if appropriate. A signed copy is kept on site.*