

## KEY PERSON POLICY

### Safeguarding & Welfare requirements

UK's early years regulations, which Little Gems also follow, stipulates that each child should have their own 'key person' who is responsible for their care and education in a nursery setting. We employ our own unique way of fulfilling this principle in line with the Montessori philosophy. With our family-style grouping where all of the children are in 'free flow'; choosing their friends, their teachers and their activities, we support the positive aspects of this principle by allotting approximately 8 to 9 children to each teacher. However, as a Montessori nursery, *the teachers interact with all of the children on a daily basis and not just their allotted group.*

Observations and planning for the children are recorded on iPads and are processed through the nursery's web-based system, My Montessori Child (MMC). This information is available to the whole team and all staff members are responsible for monitoring the children's well-being, learning and development to ensure that each child has the best possible opportunities and is comprehensively known to all. This way, we are able to avoid compromising our essential principle of 'individual freedom' for each child. By this approach the lead teacher also attains a complete overview of her children, to ensure that they benefit from high quality experiences, which build upon their interests and responds to their individual needs.

Our toddlers in the Sapphire class benefit hugely from having one carer responsible for them, but our experience shows us that this is not necessary for older children where children's new-found independence provides positive affirmation of their own sense of values, satisfaction and on-going potential. Needless to say, when they first start, our children are mostly with the same two members of staff to help their integration for the first few weeks and to ensure a sense of trust and security is in place.

Parents know their child or children's key person as it is displayed outside each classroom door.

Note: There are a variety of views in regard to attachment theories that we are open to but will always take our lead from whether a child is happy, secure and developing self-confidence. Little Gems enabling environment ensures that children have positive opportunities to enjoy learning at an appropriate stage in their development.