



Reviewed on 24/3/2021

Key Worker System

The Old School nursery has a key-worker system in place. Each child will have an allocated member of our team who will be responsible for the initial settling-in period and visits prior to your child joining us.

We know that in order for children to thrive they need to build relationships with adults that they can trust. From this secure base they can go on to develop the foundations for future learning. We know that babies are born with brains that are already connected and ready for social interactions. Young children use secure loving attachment to learn to overcome adversities and the traumas that they encounter in order to become resilient individuals.

By offering your child a key worker from the time they join The Old School Nursery family we are giving them a familiar person who will learn quickly to understand their cues and gestures, needs, likes and dislikes. This relationship will give the child a person who they can trust, look to when they need reassurance or support and share experiences with as they enjoy all that nursery life has to offer.

Our experienced and qualified team are respectful in their interactions with the children and offer an unhurried pace for the children to build their confidence and sense of self within the nursery. Having a good understanding of how attachments develop in young children is essential to illustrate how important the key worker relationships are for children when they are spending time away from their parents and main carers.

For many of our younger children especially those aged between 7-9 months we know that they can start to experience separation anxiety, stranger anxiety and are prone to high levels of social referencing (frequency a child looks for reassurance.) Babies interactions during this time are responsive to the environment and show preference to main attachment figure.

As a child grows and develops in confidence and self-awareness they are more able to be independent for longer periods and then the role of the key person changes and adapts to the child's needs.

Your child's key-worker will also be responsible for observing and planning for your child's learning and development by updating their online learning journal, and contributing to the planning and activities on offer to factor in your child's needs.

For our youngest children the key worker will also be responsible for completing the daily diary sheets.

It will be in discussion with the team leaders and managers that each child's developmental progress will be monitored against our curriculum the Early Years Foundation Stage. When each family joins the nursery, you will be asked to complete some paperwork that tells us about your child. This information along with our observations from your child's first 6 weeks at nursery will help us to assess your child's starting points. We use the ongoing assessments (which are shared with parents via our tapestry system) of all children to ensure that no child gets left behind and that we are closing the gaps for children, to put them in the best possible position when they leave us for school.

Your key person will work with you to create suitable targets which we call next steps for their development. These will be shared and documented to help move your child forward.

Generally the key person will be available for you when your child arrives and leaves the nursery each day, if your key person does not work every day that your child attends you will be informed of this and one of the other team members will give you daily feedback.

It is helpful for parents to share regular updates with us both about daily events and special events, you can do this via our shared online system tapestry or in person.

We believe that it is through a shared vision and good communications between parents and key workers that we can create the best platform for each child to thrive.