

Staff Recruitment and Retention

Staff retention is a crucial part of the Early Years recruitment. When a workforce feels valued, supported, and recognised they are more likely to stay in their roles. This means that settings can benefit from continuity whilst having an experienced workforce, reducing the need for constant recruitment and training.

Staff retention can improve the quality of care provided to children. When staff are familiar with the children in their care, they can meet their individual needs better and provide consistent care. Also, children are more likely to settle into their environment faster and therefore will feel comfortable exploring new experiences and learning activities. This will have a positive impact on their learning, development, and general well-being.

How can Early Years settings improve staff retention?

To retain staff, settings should offer competitive salaries and benefits. This may include paid CPD training opportunities, flexible working hours, and supported wellbeing and childcare discounts for staff.

Early Years staff should have continuous opportunities to up skill. This can include mentoring programs, workshops, conferences, online training and providing staff with progression opportunities. Investing in staff development, shows that you value their contributions and are committed to their growth, which help staff to feel happy, secure and motivated in their roles.

Childcare settings should create a positive and inclusive workplace culture, where staff feel valued, respected, and supported. There are lots of ways a workplace can create a positive culture including.....

Recognising and appreciating the hard work and dedication of staff. This can be through verbal praise, written appreciation, or other forms of recognition such as bonuses, small gift or time off. Celebrating staff achievements and milestones can help create a positive work environment.

Recognise that staff have lives outside of work and offer flexibility in time off. By supporting work-life balance, staff are more likely to feel valued, supported and committed to their work.

Encourage staff to socialise outside of work, this can help staff feel supported and connected to each other. You can do this through team-building activities, staff retreats or simply social gatherings outside of working hours.

Effective communication is essential for staff retention. Staff should be regularly involved in changes within the setting and should have a platform to voice their concerns and ideas. Setting up regular staff meetings and daily briefings can help to ensure that everyone is on the same page and that any concerns are dealt with.

To ensure that this is effective, staff members should feel at ease approaching their supervisors or colleagues to ask questions, provide feedback, or for advice. Encouraging an open-door policy and promoting active listening can help to show a culture of openness and trust.

The demanding nature of Early Years education can take a toll on staff. They need to take care of themselves to ensure that they are emotionally and physically fit to handle the demands of the job. Settings should prioritise staff well-being by encouraging staff to take breaks and discuss any troubles they experience.