

Top Tips for Staff Retention

It goes without saying that your staff team is a key asset in running a successful childcare setting, so considering the following points may help you in maintaining a consistent staff team.

- Does the notice period for staff allow you sufficient time to recruit new staff? What would the impact be if someone were to leave, and what contingencies do you have in place. Please note, if you are looking to change contracts or terms and conditions of employment you should seek HR advice. You can visit [ACAS](#) for information and advice.
- How do you use staff supervision to engage and motivate staff? Do you celebrate things that are going well but also identify areas for development?
- How do you use staff supervision to understand and support staff's personal and professional development and their career aspirations? Are staff able to access training regularly? How do you support their career progression?
- What opportunities do you provide to build a positive team dynamic?

It is important to consider what incentives you provide staff to encourage them to stay. This does not need to be financial, it could be finding out what motivates individual staff members and providing opportunities for this to encourage them to stay with you. For example, some settings offer:

- a day off on a staff members birthday,
- team member of the month,
- opportunities for staff to show appreciation for each other,
- the opportunity to take term time holiday,
- discounts for a staff members own children to attend, and
- flexible contracts.