



3 Golden rules for successful recruitment and retention

by Always Growing You



1 Attract the right talent

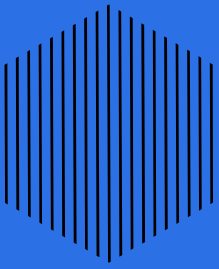
- Craft clear and appealing job listings that highlight the nursery's values, culture, and commitment to professional growth.
- Use multiple platforms to reach a diverse pool of candidates, including online job boards, social media, and local community resources.
- Include specific qualifications and requirements to attract candidates who are a good fit for your nursery.

2 Provide comprehensive onboarding and training

- Develop a comprehensive onboarding process that includes an introduction to your nursery's philosophy, policies, and procedures.
- Offer ongoing training and professional development opportunities to help staff grow in their roles and stay engaged.
- Encourage mentorship and peer support among team members to promote a collaborative learning environment.

3 Foster a supportive work environment

- Create a nurturing, inclusive, and supportive work culture that values staff well-being and promotes work-life balance.
- Recognize and reward staff achievements and contributions, whether through verbal appreciation, bonuses, or professional growth opportunities.
- Maintain open lines of communication through regular team meetings and one-on-one sessions to address concerns and celebrate successes.



Remember...

Induction and onboarding is a person

The Golden Rules



Tailor your job listings to seek diversity



Invest in robust onboarding and CPD



Prioritise well-being and communication

Good luck

**If you have any questions
please contact:**

info@alwaysgrowing.co.uk

