

# Staffing, recruitment and CPD

## Top Tips For School-based Nurseries

1

### Recruit for values and potential, alongside qualifications

Prioritise candidates who demonstrate warmth, adaptability, and a genuine interest in early years education, alongside qualifications and experience that align with the role.

Assess candidates through observations with children to ensure suitability.



2

### Establish a mentoring system for new staff

Consider pairing less experienced practitioners with senior colleagues to support professional growth.

Consider running a Manager-in-Training programme to upskill high-potential staff and build leadership capacity from within.

3

### Schedule CPD creatively

You may want to use inset days and after-school sessions for CPD sessions, to balance training needs with staffing requirements during nursery hours.

Offer bespoke early years training and joint development sessions with Reception teams to ensure continuity.



4

### Engage with local authority support

Tap into free training, peer visits and structured feedback from early years representatives in your local authority teams to enrich staff development and maintain high standards.

5

### Track progress and tailor training

Use formal staff observations and learning walks to identify gaps, then deliver targeted coaching and CPD.

Embed children's voices in provision planning by simply asking "What did you enjoy today?"

6

### Recruit for emerging needs; rather than like-for-like replacements

When a highly experienced practitioner leaves, consider appointing someone with expertise aligned to anticipated needs (e.g. SEND, emerging literacy, physical development).

Pair them with a senior team member to provide in-house mentoring and support.