

Are you a nursery leader, nursery manager or both?

Effective leadership and management skills are vital to providing high-quality childcare. Crucially, inspectors will make a judgement on how effectively these skills are put into practice for the benefit of the children.

Key differences between leaders and managers:

A manager can be considered as 'operational' – someone who gets things done. They look at the day-to-day picture. Leadership is about behaviour and management is mostly about process. Within an early year's context, it is often the same person who combines these functions, skills and attributes.



Although an effective leader must also be an effective manager, good management does not always require strong leadership qualities. Managers maintain stability, assessing past achievements and mistakes, and taking reactive steps to improve or correct. This is different to leaders who create and actively pursue change through the communication of their vision.

Manager responsibilities:

- Getting things done in the most efficient and effective way
- Ensuring the smooth running of the setting
- Meeting the needs of the practitioners, children and parents on a daily basis
- Implementing the setting's plan so that it becomes a reality
- Compliance with legislation.

Leader responsibilities:

A leader is regarded as someone who has a longer-term vision and sets the tone and pace for what is important, identifying what needs to be done and how. In large organisations, the leader and the manager(s) might be different people. Their roles include:

- Setting the future direction of the setting
- Taking decisions about what, when and how to make changes for continual improvement
- Planning how the vision for the business will become a reality
- Reflecting and evaluating the practice in the setting to make plans for the future
- Driving quality and engaging the whole team or organisation.

Find out more: Contact our training team on 01484 407070 or email training@ndna.org.uk