

Disclaimer: Activities with children must always be risk assessed, including for allergies or choking. Children must always have adequate supervision. Resources and materials must always be appropriate for children's age and stage of development.

Top tips: Staff Recognition

Recognising the great work of your staff team can go a long way to improving and maintaining staff morale. Typically, people who feel appreciated demonstrate greater commitment.

Staff recognition does not have to be all bells and whistles. Sometimes, the small things are the best ways to show your appreciation for the hard work of your team. Here are 10 simple ways to show your appreciation, without breaking the bank.

1. **Thank you notes:** From parents, children and other staff members. Set up a 'thank you wall' where anyone can add small notes of appreciation to all staff members
2. **Staff member of the month:** Choose one member of staff per month (or more frequently if you prefer) and celebrate them. Include photos, fun facts and compliments from other staff, parents and children. This could be framed as a nice memento for them to keep
3. **Wall of fame:** Create a space with photos of each team member, complete with some of their achievements and some fun facts. This is also a great way to help parents get to know individual staff
4. **Celebrate milestones:** For example, achieving qualifications, work based anniversaries or birthdays
5. **Actively look for opportunities** to praise staff for the work they do on a daily basis. You could highlight individuals or teams on your social media to celebrate what they do well
6. **A commitment to professional development:** Talk to staff about their training needs/wants and then make them happen. This sends a message that you are happy to invest in your staff and help them improve and learn
7. **Breakfast or lunch buffet:** Organise a special breakfast or lunch for everyone. Perhaps everyone could bring in an item/plate for a team breakfast
8. **Decorate the staff room:** This could include banners, balloons, signs and posters to show your appreciation for all their hard work
9. **Favourite things basket:** Find out everyone's favourite snacks or drinks and then create a basket of treats for the staffroom which will appeal to everyone
10. **Gift card raffle:** Organise a monthly raffle where staff can win small gift cards to local coffee shops, bookshops or restaurants.



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All of these ideas can be adapted to meet the needs of your setting. Small gestures, when used consistently, can have a big impact on morale and team spirit.

NDNA products to support you with these tips

- [Supporting staff well-being](#) – online course

And more resources at www.ndna.org.uk/hub/myndna