



## **ANDERIDA ADOLESCENT CARE**

### **STAFF RETENTION STRATEGY**

At Anderida we empower our employees to develop their skills as childcare practitioners through our comprehensive induction and training programme. Once all mandatory training has been completed, staff are encouraged to continue their professional development in the areas of their skills or interest. We hold regular personal development meetings as part of the appraisal system, which are monitored and promoted through our Practice Journals and supervisions in order to identify skills gaps. Where possible, as an organisation it is our policy to promote within the organisation, giving a clear career path, utilising the PDP process to ensure that staff members have obtained the required skills, knowledge and experience to adequately undertake the promotion or diversification in role.

Anderida holds an Investors in People Platinum award, which reflects the investment in the staff team from the organisation.

We operate a worker of the month reward which is determined under the 'Every Child Matters' headings. We hold regular team building days. Staff are included in moving forward with the company vision through annual staff general meetings. Staff are awarded annual cost of living rises alongside performance related increments when this economically viable. Anderida operate their innovative 'Kudos Credits' system whereby outstanding contributions are recognised and rewarded. Anderida provide a high level of support which includes its mentoring scheme for newer staff, individual supervision with a line manager, group supervision with our Systemic Family Therapist, or in-house therapist, additional support meetings where required including being able to request individual therapeutic supervision and ReAttach sessions.

Non-Violent Resistance which forms part of the core therapeutic approach lends itself, to inclusion, community and support for the team and individuals.