

The 3 Conversations

Nursery Leaders Should Be Having Right Now

The early years sector is evolving fast. The most effective leaders are the ones who step back, look ahead and focus on the conversations that will shape the next 12-24 months

Here are the three conversations senior leaders can't afford to ignore

1. "What does a sustainable nursery model look like in today's economy?"



With wage inflation above fee growth, tight recruitment and uneven occupancy, sustainability is becoming a core challenge.

Key questions:

- Are we profitable at current fee levels?
- Is our staffing model still fit for purpose?
- What does a healthy margin look like today?

The focus is shifting from "are we full?" to whether the model is truly sustainable long term.

2. "How do we build and retain a workforce that is both stable and scalable?"



Nurseries are facing a growing tension between the need to expand or increase qualified staffing ratios and the reality of limited recruitment pipelines and rising turnover.

Key questions:

- What actually makes a nursery a great place to work?
- Are we developing internal talent quickly enough?
- Where are we losing staff in the employee journey?
- How much is leadership culture driving retention?

The challenge is building stability while still enabling growth.

3. "Where is the sector actually heading, and are we preparing or reacting?"



Policy shifts, funding changes and rising expectations around school readiness and SEND are reshaping the landscape.

Key questions:

- Are we building organisations that can adapt, not just survive?
- Do we have enough visibility of what's coming next?
- Are we plugged into the right networks and intelligence?

Leadership isolation is becoming a risk, better decisions come from real-time peer insight and shared thinking.

Where These Conversations Come Together

Early Years Breakfast Summit

An exclusive invitation-only event for Nursery Owners, Directors and Senior Leaders.

Held alongside Childcare & Education Expo, the Early Years Breakfast Summit is sponsored by Christie & Co and brings together leaders from across the sector for a focused morning of high-level networking and in-depth discussion on the challenges and opportunities shaping early education



2nd October 2026,
8:30am - 12:00pm



Coventry Building
Society Arena

What's Included

- Fast-track VIP entrance
- Hospitality including free tea and coffee, and continental breakfast
- Free refreshments and lunch throughout the day
- Free Wi-Fi
- Free seminars
- Front row seating in seminars
- Invitation to the After Show Party
- 20% discount on SEND In Early Years Conference

