

Social Responsibility Policy

We recognize that our social, economic and environmental responsibilities to our staff and parents are integral to our business. We aim to demonstrate these responsibilities through our actions and within our policies.

We take seriously all feedback that we receive from our staff and parents and, where possible, maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.

We shall be open and honest in communicating our strategies, targets, performance and governance to our staff, parent's and wider community in our continual commitment to sustainable development.

The Proprietor is responsible for the implementation of this policy and will make the necessary resources available to realise our nursery's responsibilities. The responsibility for our performance to this policy rests with all employees throughout the nursery.

Our Nursery focus:

- We will register and resolve customer complaints in accordance with our CSSIW registration Guidance.
- We shall support and encourage our employees to help local community organisations and activities in our area.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development throughout the nursery.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- Puddle Ducks strives to be a litter free area where children, staff and visitors respect the nursery building and site.
- We will actively investigate and instigate initiatives which will further result in a responsible and efficient use of energy, the recycling and use of recycled materials and the reduction of waste.

- As a nursery we shall continue our initiatives on water efficiency, safe use of water, education and environmental improvement within the community and for future generations.
- The nursery will address the minimisation of harmful emissions.
- The nursery will further commit to investment in its people and our IIP accreditation through effective training and development plans.
- We encourage an effective work life balance and promote healthy living and life style with the staff and throughout the nursery.
- The nursery commits to being a responsible neighbour investing and supporting Local/Global communities and charitable causes wherever possible.
- The nursery has an active Eco-Committee which meets monthly to discuss and raise awareness of Eco-Issues.
- The nursery has a healthy living gang and gardening club, who meet twice a month to discuss and further their knowledge on health/Well-being issues and maintain the nursery garden.