

Sunflowers Policies and Procedures

SUSTAINABILITY POLICY (WORKING DOCUMENT)

People • Planet • Prosperity

Our Commitment

Sunflowers Day Nursery is a full-time private day nursery located in the Yorkshire Dales. Our sustainability approach reflects our values, our environment, and our responsibility to children, families, staff and the wider community.

We believe sustainability is about **people first**, caring for the **planet**, and ensuring **long-term prosperity** so that we can continue to provide high-quality early years provision.

Our approach is embedded in daily practice and aligned with the **Early Years Foundation Stage (EYFS)**. Sustainability is not a separate initiative, but part of how we live, learn and work together.

Our Focus

People

- Promoting kindness, empathy, inclusion and wellbeing
- Strong philanthropic ethos, supporting **one chosen charity each year**
- Food bank collection point supporting the local community
- Close partnership with families, the **Local Authority and Early Help services**
- Significant investment in **staff training, professional development and wellbeing**

Planet

- Respect for the natural world, supported by our Yorkshire Dales location
- Recycling facilities for batteries, glass, tin, plastic and cardboard
- Charity bra bank promoting reuse
- Outdoor learning and environmental awareness embedded in daily routines.

Prosperity

- Responsible financial management
- Thoughtful use of resources
- Investment in people, quality provision and community partnerships

Human Values (British Values)

Our sustainability approach supports the development of **Human Values**, including:

- Kindness and compassion
- Respect and tolerance
- Responsibility
- Voice and belonging

These values are promoted through relationships, routines, learning experiences and positive role modelling.

CORE WORKING POLICY

Purpose

This policy sets out how sustainability is embedded within everyday nursery practice, supporting children's learning, staff wellbeing, community engagement and long-term nursery sustainability.

People (Social Sustainability)

- Children are supported to develop kindness, empathy and respect through play, routines and relationships
- Sustainability concepts are introduced in age-appropriate ways
- We maintain a strong philanthropic approach, choosing one charity annually
- A food bank collection point supports families and the local community
- We work closely with the Local Authority and Early Help services to support parents and families
- Staff wellbeing and training are prioritised, recognising their importance in sustainable, high-quality provision
- After two years, staff are given one paid day off a year to volunteer in our local community.
- Sustainability initiatives are inclusive and never place financial pressure on families

Planet (Environmental Sustainability)

- Waste reduction and recycling are actively promoted
- Recycling facilities include batteries, plastic, glass, metal and cardboard
- A charity bra bank supports reuse and charitable causes
- Children are encouraged to care for resources and their environment
- Outdoor learning reflects our rural setting and promotes respect for nature. If children learn to love the outdoors they will look after the outdoors
- Energy and water saving habits are modelled by staff and supported with children

Prosperity (Economic Sustainability)

- Resources are used responsibly and thoughtfully
- Investment prioritises staff development, quality resources and long-term viability
- Sustainable decisions balance environmental responsibility with affordability and safety
- Savings from sustainable practices are reinvested into children's learning and wellbeing

Roles and Responsibilities

- All staff are responsible for embedding sustainability within daily practice
- Lead staff oversee implementation, reflection and development
- Families are encouraged to engage with and support sustainability initiatives

SUSTAINABILITY, HUMAN VALUES & EYFS

Area	Practice	EYFS Links	Human Values	Impact
Caring for Others	Kindness, empathy, helping behaviours	PSED	Kindness; Respect	Children form positive relationships and show empathy
Philanthropy & Community	Annual charity, food bank collection	PSED; UW	Responsibility; Belonging	Children develop early social responsibility
Supporting Families	LA & Early Help partnerships	PSED	Inclusion; Respect	Families feel supported; improved outcomes
Children's Voice	Listening to and acting on children's ideas	PSED	Voice; Belonging	Children feel valued and confident
Recycling & Reuse	Battery, plastic, glass, cardboard recycling; bra bank	UW	Responsibility	Children understand caring for the environment
Outdoor Learning	Nature-based learning in the Dales	UW; PD	Respect for Nature	Curiosity, wellbeing and environmental awareness
Resource Use	Reuse, repair and care for materials	UW	Responsibility	Sustainable habits developed
Staff Wellbeing	Investment in CPD and wellbeing	Enabling Environments	Respect	High-quality, consistent practice
Financial Sustainability	Responsible budgeting	Leadership	Responsibility	Long-term nursery stability

FUTURE IDEAS, DEVELOPMENT & CONSULTATION

We aim to support sustainability as a living, evolving process.

Purpose

To capture future ideas and consult with stakeholders, including:

- Children
- Staff
- Parents and carers
- Community partners

Possible Areas for Development

- Further outdoor or nature-based initiatives
- Expanded charitable or community projects
- Additional recycling or waste-reduction schemes
- Parent workshops or shared sustainability events
- Staff-led sustainability working group
- Reduction in use of single use plastics – particularly felt tip pens, glues sticks etc
- Reusable baby wipes/nappies etc
- Food waste reduction
- Renewable energy reserach– (solar panels, ground or air source heating)

Consultation Approach

- Staff meetings and supervision discussions
- Parent feedback and surveys
- Child-led discussions and observations
- Review of community needs and opportunities

Review & Reflection

- Ideas will be reviewed annually or as needed
- Actions will be realistic, inclusive and appropriate
- Progress and impact will be shared with stakeholders