



## SRI SRI UNIVERSITY

(Established under UGC State Private University Regulation 2003)

Sri Sri Vihar, Ward # 3, Bidyadharpur, Arilo, Cuttack, Odisha 754006

Name of the Policy	Childcare facilities for staff and faculty	Department responsible	Executive Registrar
Department	All	Prepared by	Captain CS Panda
Effective date	12.08.2020	Checked by	Director Operations
Last Review date	09.06.2023	Approved by	Executive Registrar
Number of pages	01	Reference number	SSU/ER/2023/235-A

### 1. Purpose:

There is a need for faculty members with child-rearing responsibilities to participate successfully in teaching, research, and service to the university. So, they must have access to quality child-care facilities. The provision of on-site child-care facilities would lead to stronger and more contented families and increased productivity. Some of the benefits that accrue from child-care arrangements on campus are availability of parents during an emergency, the time and money save in transportation, the opportunity provided to share an occasional lunch or other daytime activity with children and the retention and recruitment of faculty. Faculty members derive peace of mind from knowing that their children are receiving quality care and that the operation has long-term stability. If the institution has an early childhood education program, the opportunity to use the facility for training students provides an additional benefit and contributes to high standards of child care.

### 2. Responsibility Centre: Executive Registrar

### 3. Procedure:

- Find a suitable location for the child care centre inside the campus.
- Consider cooperative arrangements with other nearby employers, resource and referral services, and cost-sharing basis.
- Appoint a Child Care Health Consultant.
- Ensure safety standards for licensing, childproofing, staff-to-child ratios, indoor and outdoor spaces, staff behaviour, behaviour policies, etc.
- Staff is Trained in First Aid and CPR
- Ensure High staff-retention rates which allow children to develop lasting relationships with caregivers.
- Conduct of The Child Care Awareness Program.
- Consider opening of the University Parents Nursery School that cares for the children (aged 2-5) of students, staff and faculty.

### 4. Conditions: Nil



Executive Registrar