



# Grace's



## Sustainability Strategy 2025



# Contents



Our Commitment 3

What is Sustainability 4

Our Approach 5-7

Our Sustainability  
Values 8-10

Our Journey So Far 11

Action Plan for 2025 12-14

Our People 15





## NET ZERO BY 2030

This means reaching the point where we are producing less emissions than we remove from the atmosphere overall, or releasing no additional emissions overall.

Net Zero is the situation where your carbon footprint is zero. Net zero can be reached by reducing and eliminating greenhouse gas emissions and, if necessary, offsetting whatever is left

“  
At Grace's we acknowledge there is a Climate Crisis. We believe that we have a sense of responsibility to make a difference through educating, engaging, and impacting so that we have a 'Better Planet', 'Better Community' and 'Better Business' for our Children, Team and Parents.  
”





# What is Sustainability?

At Grace's, our approach to Sustainability is built on three pillars; Environment, Social, and Economic.

We have termed the pillars; Better Planet, Better Community, and Better Business. These are holistically entangled with the 17 Sustainable Development Goals (SDG's) agreed by the United Nations 2015.

The world is in a climate crisis, where we are facing huge issues with climate change, loss of biodiversity, food waste, poverty, pollution, and environmental degradation to name a few! This all paints a pretty worrying picture and we believe passionately, that early years education should prepare children to be smart-thinking members of the community, who have an impact on the world around them in a positive way.





We have developed a 'Model of Values' within the three pillars of sustainability which underpin our work.

We understand that we are on a journey and at the start of this is 'transformative leadership', so that our people are inspired and motivated to go on the journey with us.

We truly believe that we can make a difference and have a duty to act.



We believe that sustainability is not an 'add on' but a way of doing things. We look through our sustainability glasses when we make decisions!

# Our Approach



Through a compassionate approach and with genuine emotional connection, we want to lead our organisation in a more sustainable way.

## Collaboration is Key!

We will only make a difference when we work in partnership together



**Better  
Planet**



**Better  
Community**



**Better  
Business**



# Sustainability Roadmap



Inspire change through  
transformational leadership



Becoming sustainability  
informed



Climate Action Plan





Reduce, Re-use,  
Re-purpose and  
Recycle

Energy  
Efficient

Reduce  
Waste

Ethical  
Supply

Love of nature  
and the planet



“  
Fostering Environmental  
Awareness”



A Better Planet Values

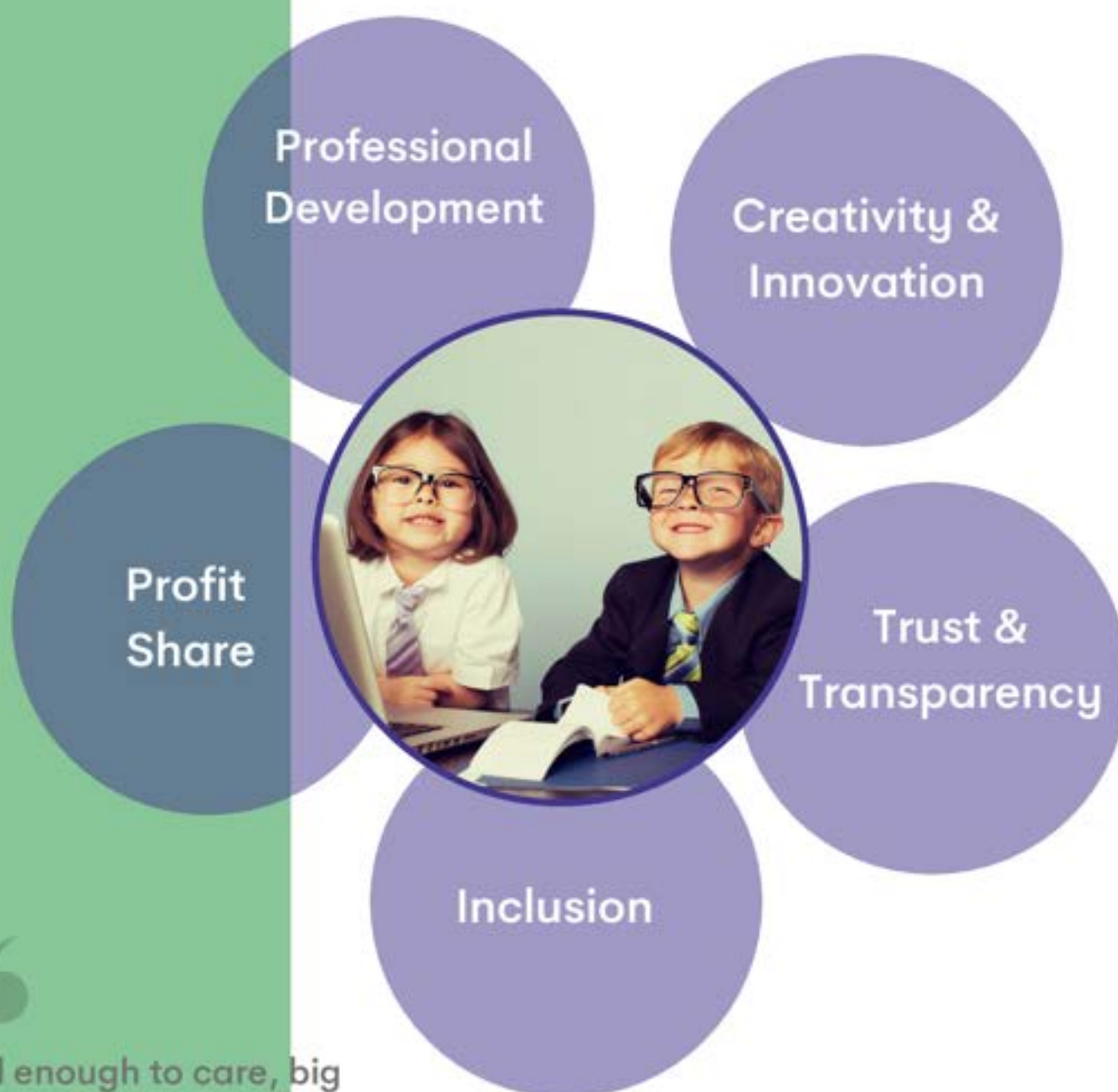




“  
A better community starts  
with you”



# A Better Community Values



“

Small enough to care, big enough to reward

”



# A Better Business Values





In 2024, our new charity strategy meant that we contributed £15,976.19 through our donations and fundraising. £1780 was donated to 45 different charities chosen by our team as being important to them personally.

Our children gave their unwanted books to Acorn Book Club for World Book Day and took Food Donations to Swanley Food Bank

96% of employees said that 'Grace's is a Great Place to Work'

Engagement Survey- June 24

In 2024, we achieved the Eco-Schools Green Flag Award with Distinction for the first time! As part of this, our children did their first beach clean up at Westbrook Bay and we ran a pop up Swap Shop.

We developed our nature gardens and made our own composts bins!



"We encourage everyone involved to take great pride from their wonderful achievements – your year of activity has been inspiring."

Eco-Schools Assessor

We ran two successful Professional Development Days and covered a range of topics including how to Foster Environmental Awareness. We revised our Benefits package to be more competitive, giving everyone increased annual leave for 2025 and increased child discounts. We have also developed a fairer funding model for families.



In 2024 100% of our Senior vacancies were filled by internal promotions.

# Our journey so far!

Pillar	Value	Objective	New Projects
Better Planet	All Better Planet Values	Have a clear set of Environmental Policies	<ul style="list-style-type: none"> <li>• Energy Policy</li> <li>• Supplier Policy</li> <li>• Single use Plastic Policy</li> <li>• Waste Policy</li> </ul>
	Energy Efficient	Improve Energy Efficiency	<ul style="list-style-type: none"> <li>• Replace the internal lighting at the Manor House and Little Grace's with energy efficient LED lighting and motion sensors</li> </ul>
	Love of Nature and the Planet	Support Biodiversity	<ul style="list-style-type: none"> <li>• Develop 'Rewilding' Areas in all nursery gardens with carefully chosen plants to support biodiversity.</li> </ul>
	Love of Nature and the Planet	Fostering Environmental Awareness in young children and their families	<ul style="list-style-type: none"> <li>• Monthly Litter Picks</li> <li>• Participate in 'Keep Britain Tidy's Great Big School Clean'</li> <li>• Improve learning opportunities to raise awareness of marine life and consider a trip to the Sealife Centre in Brighton</li> <li>• Long Term Curriculum Plan with sustainability weaved into monthly projects and themes</li> <li>• Floorbooks in every room to show learning which can be used to embed teaching</li> <li>• Eco-Schools Green Flag Award</li> <li>• Rosie the Penguin- finding ways to use our adopted penguin to raise awareness</li> </ul>
	Love of Nature and the Planet	Sustainability Education for our team so that they are more 'Sustainability Informed'	<ul style="list-style-type: none"> <li>• Company Meeting to launch new 'Sustainability Strategy'</li> <li>• Sustainability Newsletters</li> <li>• Eco Boards</li> <li>• Challenge for the Company Party to wear an outfit that is either second hand or already in their wardrobe</li> </ul>
	Reduce Waste	Reduce Nappy Waste	<ul style="list-style-type: none"> <li>• Explore the idea of toilet training children from 18mths</li> <li>• Parent Workshop or newsletter around toilet training</li> </ul>
	Reduce Waste	Reduce Food Waste	<ul style="list-style-type: none"> <li>• Improve the Compost Bin at the Manor House</li> <li>• Review the processes around meal times so that food waste is routinely taken to the compost bins.</li> </ul>
	Reduce, Re-Use, Re-purpose & Recycle	Reduce Paper and Plastic	<ul style="list-style-type: none"> <li>• Paperless Medication Forms</li> <li>• World Book Day- costume swap shop two weeks before</li> <li>• Family Fun Day Swap Shop</li> </ul>
	Energy Efficient ReduceWaste	Net Zero by 2030	<ul style="list-style-type: none"> <li>• Begin Counting Carbon with 'Positive Planet Carbon Footprint' and work towards the Bronze Award</li> </ul>



Pillar	Value	Objective	New Projects
Better Community	Trust & Equity	Having a clear and transparent approach with our team and parents and giving them a voice	<ul style="list-style-type: none"> <li>Voice of Grace's Team to meet with 2 Directors Bi-Monthly.</li> <li>Team Engagement Survey and Report in June 2025</li> <li>End of Year Surveys for Team and Parents</li> </ul>
	Community Partner Empathy & Kindness	Contribute £17,000 to charities through donations and fundraising	<ul style="list-style-type: none"> <li>Charity Plan, led by Charity Team</li> </ul>
	Community Partner Empathy & Kindness	Understand our parents and their needs and acting as a partner to support them	<ul style="list-style-type: none"> <li>Cheese and wine Evening</li> <li>SEN Support Group/coffee morning for Parents</li> <li>Baby stay and play sessions for existing families with babies not yet at Grace's</li> </ul>
	Community Partner Empathy & Kindness	Intergenerational Project	<ul style="list-style-type: none"> <li>Through a long term partnership with a care home, build a plan where children spend time on a regular basis with the residents with the aim to build meaningful connections and relationships</li> </ul>
	Community Partner Empathy & Kindness	Building awareness beyond our immediate community	<ul style="list-style-type: none"> <li>Building partnerships with childcare settings in Kenya, Germany, Denmark and other parts of the UK</li> </ul>
	Positive Physical Health	Encourage children to develop their scooter and bike skills	<ul style="list-style-type: none"> <li>Bring your Bike or Scooter to Nursery Day</li> </ul>
	Positive Physical Health	Encourage our team to adopt a healthy lifestyle	<ul style="list-style-type: none"> <li>Shine Night Walk in September for Team</li> </ul>
	Positive Mental Health	Promote this for children and team to raise awareness, promote prevention and break down barriers to people accessing support.	<ul style="list-style-type: none"> <li>Wellbeing Week in May</li> <li>Children's Mental Health Week in February</li> <li>Forest School</li> <li>Nature Garden Trips</li> <li>Art and Music Opportunities</li> <li>Long Term Curriculum Plan</li> </ul>

Pillar	Value	Objective	New Projects
Better Business	Inclusion	Having a clearer aim and plan for the Diversity Team	<ul style="list-style-type: none"> <li>Long Term Curriculum Plan</li> <li>Meetings every Term</li> <li>Audits in each nursery to be carried out by the Diversity Team</li> <li>Improve sensory diversity throughout the nurseries</li> </ul>
	Trust & Transparency Creativity & Innovation	Giving the team a voice	<ul style="list-style-type: none"> <li>Voice of Grace's Team to meet bi-monthly</li> <li>Engagement Survey &amp; Report in June</li> <li>Company Team Build Event in May</li> <li>Managers Team Build Event</li> <li>Team to guest write articles for the Team Newsletter</li> <li>Strategy Meetings with Sustainability Focus Groups</li> </ul>
	Profit Share	Aim to make profit at the end of the year which can be shared	<ul style="list-style-type: none"> <li>EBITDA Target 15%</li> <li>Team Christmas Bonus if company performance allows</li> <li>Managers Bonus Scheme</li> <li>Achieving budgeted occupancy for each site</li> <li>Enter the Nursery World Online &amp; Social Media Award</li> <li>Enter the Nursery World Eco-Friendly Award</li> <li>Each nursery to be at least 90% staffed on average for the year.</li> </ul>
	Trust & Transparency Professional Development	Inspiring and motivating our community to engage with our sustainability strategy	<ul style="list-style-type: none"> <li>Launch Strategy at a Company Meeting to whole team</li> <li>Social Media</li> <li>Moving from a transactional leadership style to a transformative one</li> <li>Sharing Strategy on our Website</li> <li>Sustainability Newsletters for Team and Parents. Publish these on website</li> <li>Removing formal audit systems and processes with a more hands on approach to quality</li> <li>Replacing paperwork based planning for a more collaborative approach in monthly planning meetings</li> </ul>





# Our People



Michelle Brockwell  
Head of Strategy,  
Implementation, Review &  
Marketing



James Evans  
Carbon Footprint



Abby Spooner  
Forest School & Sustainability  
Marketing



Nicole Degruttola, Emma Sear,  
Kaitlin Vinten, Ellie Hines  
Charity Team



Chloe Hedges, Sacha Relf, Lily  
May Giles, Katie Roff  
Green Team



Stacey Wilson-Rea, Jemima  
Firth, Andrea Carter-Taylor,  
Kirsty Wilson-Rea  
Diversity Team



Nicole Knight-Stevenson,  
Claire Parish Matheson  
SEN Team



[www.gracesdaynursery.co.uk](http://www.gracesdaynursery.co.uk)

Grace's Day Nursery  
Ruxley Manor Garden Centre  
Maidstone Road  
Sidcup  
Kent  
TN16 3NF



@gracesdaynursery