



DAYANANDA SAGAR COLLEGE OF ARTS SCIENCE & COMMERCE

Affiliated to Bangalore University



Shavige Malleshwara Hills, Kumaraswamy Layout, Bangalore, Karnataka, India, Pin Code : 560111
Phone : +91 8042161762 / 26661104 Fax: 26660789,
Website : <https://dscasc.edu.in/>

Best Practice - II 2018-19

1. Title of the Practice: Creche Facility

2. Objectives of the Practice

Creche facility is available in the College campus to benefit the children of teaching and non-teaching staff.

Aims and objectives:

- To provide a safe & secure environment to the children.
- To create an atmosphere where children feel comfortable to come to crèche.
- To meet individual child needs.
- To communicate openly with parents to discuss their issues and have transparency in all areas of the service.
- To ensure that the children are happy.

3. The Context

In terms of the Maternity Benefit Act, 1961 (the “MB Act”), as amended by the Maternity Benefit (Amendment) Act, 2017 (the “Amendment Act”), a new provision was introduced which requires establishments having 50, or more employees to have a crèche facility within the prescribed distance, either separately or along with other common facilities.

The College has followed the Crèche Guidelines given in the MB Act. Briefly, the salient features are:

- **Group of Children** - The crèche facility is for children of age groups of 6 (six) months to 6 (six) years of all the teaching and non-teaching employees.
- **Distance of crèche**- The crèche building is located 500 meters from the entrance gate of the College.
- **Timings**- The crèche timings are flexible depending on the working hours and timings of the parents
- **Space**- The crèche centre has a space of 10 (ten) sq. ft. per child to ensure that children can play, rest and learn.
- **Records**-Attendance registers for staff and children and certain admission forms to be filled.



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- **Creche Staff-** Only women who are dedicated and trained in child care are employed.
- **Other norms and standards** followed in crèche are providing a clean environment, safety and protection of children, health and nutrition practices, hygiene and sanitation practices and crèche activities.

4. The Practice

The following are the highlights of the crèche facility:

- **Location:** The crèche building is located 500 meters from the entrance gate of the College.
- **Building and Facilities:** The crèche is in ground floor and the building is waterproof with proper ventilation.
- **Staff:** Only women who are dedicated and trained in child care are employed to take care of the children.
- **Working Hours:** The crèche is open from 9am to 5pm.
- **Basic medical facilities:**
First Aid kit is available in the crèche. A qualified nurse is also available in the crèche to monitor the children's health.
- **Supply of Food and Refreshment:** provision to feed the children with home made food and filtered water are available, with at least 2 visits allowance to mothers in a day to feed the child.
- **Sleeping Facility:** The crèche provides beds and cradles for all the children
- **Outdoor Play Facilities:** The College provides eco-friendly outdoor play space which is safe, secure and well-maintained for the children.

5. Evidence of Success

The employees are tension free about their children and they can focus on their work. Also they can check their children in the crèche during free hours and feed them. It helps the employees and in turn the institution as well.



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6. Problems Encountered and Resources Required

The college provides the building cost and the recurring expenditure should be borne by the employees availing the facility by paying Rs.1500 per month.

7. Notes (Optional)

The College provides a safe, secure and hygienic atmosphere to the children. In Creche, trained and dedicated caretakers are employed to take care of children. A qualified nurse is also available in the crèche to monitor the children's health.

The other facilities are provision to feed the children with home made food and filtered water are available. Sleeping facility with beds and cradles are also available for all the children. In the crèche, the children are engaged in many activities- like playing with toys, learn basic alphabets, singing nursery rhymes, learn good habits etc which improves their overall development.

Weblink for Creche Facility -

https://www.dscasc.edu.in/images/iqac/pdf/711_facilities_compressed.pdf

Photos of Creche Facility:





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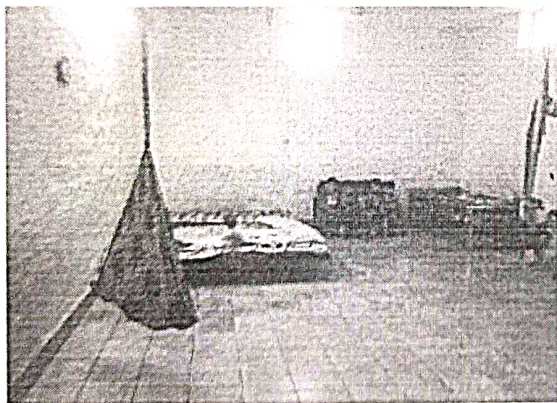


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