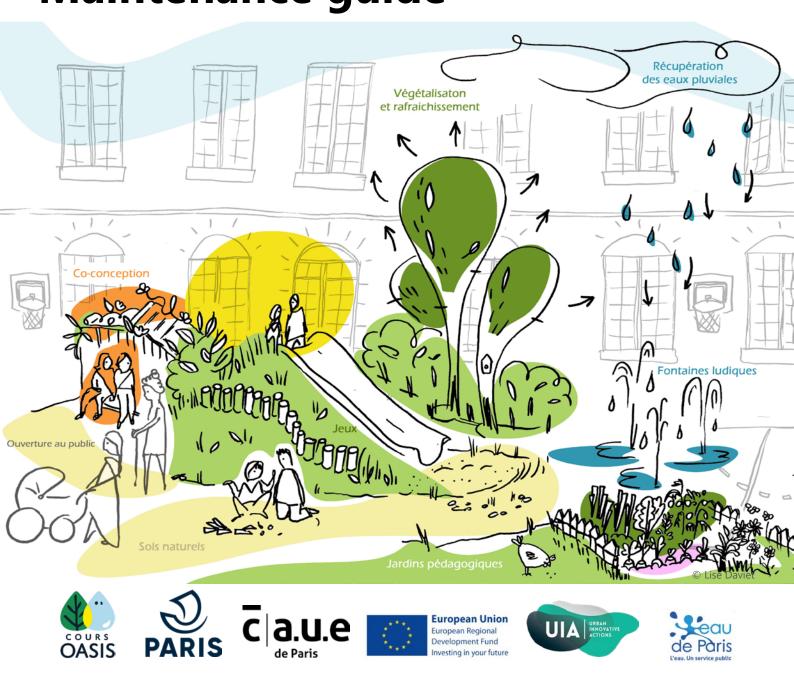
# OASIS SCHOOLYARDS Maintenance guide



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### INTRODUCTION

THE OASIS SCHOOLYARDS

In line with the objectives of the Parisian Resilience Strategy and the Climate Plan, the Oasis project aims to transform all schoolyards in Paris into urban cooling islands. The aim is to provide permeable grounds, more vegetation, water points, creative games adapted to different needs, quiet spots and a better distribution of space.

The OASIS concept lies in creating a more peaceful school setting that also strengthens the links between children and their environment. The transformed schoolyard areas are intended to be a place for play, learning, discovery and socializing. Children and teenagers need to have access to nature during school and extracurricular time.

This handbook intends to guide the maintenance of an OASIS schoolyard and thus ensure its proper functioning through the years.

#### A few general recommendations for the schoolyard maintenance

- The proper functioning of your schoolyard depends on the commitment of all the members of the educational **community** and the relevant Municipal Departments.
- Children (and their parents!) can also be involved in specific tasks (watering, planting, collective clean-up operations, etc.) in order to raise awareness for nature and encourage their participation in the community and civic life.
- By the moment the schoolyard is delivered, it is important to clarify each person's role, within the limits of their skills and duties. Such action is vital especially during vacation periods when the school is closed (e.g. during summer). This guide is here to help you!



# GETTING ORGANISED TO MAINTAIN THE OASIS

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### MAINTAINING THE OASIS SCHOOLYARD

WHO DOES WHAT?

The Oasis schoolyard is supposed to be maintained collectively, fostering teamwork and coordination between the different actors (pupils or groups of pupils, teachers, maintenance staff, etc.). Thus, you will find **three tables proposed as tools to manage task distribution**. These can be carried out daily, weekly, monthly, fortnightly, etc., depending on the needs and characteristics of the schoolyard.

The first table aims to define the activities and those responsible for the ground maintenance and the schoolyard's cleanliness in general; the second focuses on the maintenance of the furniture and facilities; the third addresses the care of the schoolyard's plants and is divided by season.

The tables, presented on the following few pages, **can be filled in** and printed independently. They can be used as they are displayed or modified according to the specific needs of your school. The idea is that they serve as tools for organizing and distributing tasks within your school.

Finally, **a table of examples** (page 11), proposing a possible division of tasks, may help you identify ideas for filling in your tables.

	Person(s) in charge			
Specific interventions	Details/ Frequency			
	Task			
Ground maintenance and the schoolyard's cleanliness On a daily basis	Person(s) in charge			
maintenance and th On a daily basis	Details/ Frequency			
	Task			

	Person(s) in charge			
Specific interventions	Details/ Frequency			
	Task			
	Person(s) in charge			
On a daily basis	Details/ Frequency			
	Task			

Person(s) in charge					
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-	Details/ Frequency Person(s) in charge Task Details/ Frequency	Task     Details/ Frequency       Person(s) in charge     Task         Details/ Frequency	Task     Details/ Frequency     Person(s) in charge     Task     Details/ Frequency	Task       Details/ Frequency         Task       Details/ Frequency         Image: Contract of the state of the	Task     Details/ Frequency       Task     Details/ Frequency

	Person(s) in charge			
ln autumn	Details/ Frequency			
8	Task			
	Person(s) in charge			
In summer	Details/ Frequency			
	Task			

**Plants maintenance** 

### MAINTAINING THE OASIS SCHOOLYARD

WHO DOES WHAT? - EXAMPLES

To help you fill in these tables, here are some examples of tasks that might be included:

Category	Task	Person in charge (example)
Schoolyard cleanliness (daily)	Schoolyard cleanliness check and sweeping	School's cleaning staff
Schoolyard cleanliness (specific tasks)	Major collective cleaning of the schoolyard (once a term)	Children and adults of the school (excluding cleaning staff)
	High pressure water jet cleaning of the floor	Cleaning staff
Plant maintenance (in spring)	Watering of plants	Children and adults of the school (excluding cleaning staff)
Plant maintenance (in autumn)	Pruning of shrubs	Relevant Municipal Department (e.g. Department of Greenery)
Plant maintenance (in winter)	Mulch the soil of the planters and the flower bed	Class XX
Furniture maintenance (specific tasks)	,	To be defined, in collaboration with the Municipal Department (e.g. Department of school buildings maintenance)
Facilities maintenance (specific tasks)	Washing the 'chalkboard' gate (painted with black chalk paint) - once a month	Group of children & teacher (e.g. extracurricular activities class)

### MAINTAINING THE OASIS SCHOOLYARD

**INVOLVING THE PUPILS** 

The Oasis schoolyard is a common good; it is important that the pupils participate in some of the tasks. Such a habit will encourage an active citizenship behavior and help raise awareness about urban nature and biodiversity. Some schools have already integrated these practices spontaneously and voluntarily by the children during break time, or more formally, with the so-called: «schoolyard services» distributed among different groups of children. In middle schools, the éco-délégués\* can be encouraged to take on these tasks.

\*"ecological representatives": ambassador students for matters of youth participation on environmental issues, among other topics, supported by their schools.

#### Here are some ideas:



Free access to brooms at the Quatre Fils school, to put the wood chips back in the natural areas.



Gardening workshop to remove weeds at Maryse Hilsz school.



Collection of green waste to fill composters.



Watering during the summer by the children at Jeanne d'Arc school.

#### Some examples of useful materials:

- Brooms to collect wood chips
- Wheelbarrows for transporting leaves
- Sifters for sorting sand from wood chips
- Watering cans for watering plants

**GROUND MAINTENANCE** 

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GROUND TYPES - GENERAL TABLE NATURAL SOILS

### **GROUND TYPES - GENERAL TABLE**

MAINTENANCE TIPS

These tips will help identify the tasks to be carried out on the new schoolyard grounds. The first year of operation of the schoolyard will help to find the best distribution of tasks, while respecting the duties of each person and the characteristics of each school.

#### What types of grounds can be found in the schoolyard?

Ground type	Maintenance tips
Wood chips area	<ul> <li>Inspection of the area, cleaning with pliers if needed.</li> </ul>
	Verification of adequate height in «cushioned» areas.
	<ul> <li>Regular mixing of wood chips (often done 'naturally' by children).</li> </ul>
	<ul> <li>Tree leaves that fall on the wood chips can be scattered and do not need to be collected.</li> </ul>
	• Refill of wood chips a few weeks after delivery and then about once a year.
Sand	<ul> <li>Inspection of the area, cleaning with pliers if needed.</li> </ul>
	<ul> <li>Regular mixing of the sand (often done 'naturally' by children) if there is a sandbox installed.</li> </ul>
Stabilised sand or pea gravel	<ul> <li>Inspection of the area, cleaning with pliers if needed.</li> </ul>
Grass pavers	<ul> <li>No daily maintenance is needed. Check for settling every year and add soil if necessary.</li> </ul>
Pervious asphalt	Daily sweeping and/or regular use of the leaf blower.
or concrete	• Twice a year if needed: high-pressure cleaning over the entire surface or with a water jet (washing pressure limited to 100 bar and direction of the jet as flat as possible).
	<ul> <li>In case of frost/snow: do not use sand or salt.</li> </ul>
	<ul> <li>In case of clogged ground: it is possible to carry out a «cleaning» operation (every 10 years on average).</li> </ul>
	Note: Please check the company's maintenance guides and the local Municipal Technical Departments for specific material requirements.

### NATURAL SOILS

#### WOOD CHIPS

Wood chips are used primarily for two aeras:

- Cushioning of falls in the landing points of playgrounds
- Covering natural surfaces in schoolyards

This material is used regularly in the OASIS Schoolyards, and therefore the following tips are suggested for its proper maintenance.

#### 1) PLAYGROUND COMPLIANCE

Wood chips are a very effective material in terms of shock-absorbing capacity, and as an educational and environmental tool. A visual inspection of the playground landing points must be planned on a regular basis. However, it requires regular restocking to ensure and maintain the quality of its performance. The refilling should be planned about once a year, in order to guarantee the correct maintenance of its function and the height of the layer. Wood chips should be mixed regularly to avoid accelerated anaerobic decomposition.

#### 2) MAINTENANCE OF THESE AREAS

Leaves should not be blown onto the wood chips, nor should they be picked up. If there are leaves, it is better to scatter them (often done naturally by children). Wood chips can, however, sometimes clog the drainage holes. It is, therefore, essential to pay special attention to these areas.

The scattering of wood chips is unavoidable, but: 1) the children can be involved in collecting them (see page 12), 2) it is also important to think of the Oasis schoolyard as a living space and therefore to accept some scattering of materials.





Here are some examples of the use of wood chips in the Oasis schoolyard at Maryse Hilsz and Quatre Fils schools.

#### 3) SAFETY - HEALTH RISKS:

No cases of ingestion of wood chips by children have been reported (not even in nursery schools). Consequently, the risk of contamination from soiled wood chips with feces or other substances is low. With a good hygiene of the children (hand washing after the break), the risk decreases even more. However, it is possible to plan a control by an authorized laboratory (e.g. le Laboratoire des Microorganismes et Allergènes (LMA) de la DASES (Direction de L'Action Sociale de L'Enfance et de la Santé) as a preventive measure.

Rats do not nest in wood chips because the material is too soft. It is essential to avoid eating or having waste accumulated in these areas to avoid attracting pests.

### NATURAL SOILS

NATURAL SOILS

#### NEVER LEAVE THE NATURAL SOIL BARE!

Natural soil deserves special attention! It contains a variety of fauna that work to keep the soil alive. It is therefore important to create a living space that is favourable to these little workers, but also to the plants.

Just like in the forest, where the soil is always covered by plant debris, it is essential to keep the soil covered and to enrich it with compost and mulch.

#### WHAT ARE THE ACTIONS TO BE TAKEN?



#### «HOEING EQUALS TWO WATERINGS»

Hoeing is the action of turning over the soil by 2 centimeters in order to :

- Aerate and loosen the soil, breaking up the crust that prevents water from penetrating
- Limit evapotranspiration of moisture and therefore reduce watering.

Hoe in the spring and summer!

#### Mulching

Mulching is covering the soil to :

- Retain moisture in order to limit watering.
- Limit weeding.
- Create a pantry for insects that work to maintain the soil's balance.
- Create humus, decomposing organic matter that will enrich the soil.
- Protect from frost in winter

You can mulch with shavings, straw, dry leaves and stems, wood chips, etc.

#### When to mulch?

It is best to mulch twice:

- The first time from the **end of April**, when the soil has warmed up.
- The second time at the **end of October**, before the first frosts of winter.

#### How to mulch?

- 1. Remove the weeds from the soil so that they do not invade the mulch.
- 2. Water the soil because the mulch tends to absorb water when it is installed.
- 3. Apply the mulch in an even layer of 5 to 10 centimetres thickness.



Green mulch (soft leaves, young branches, grass clippings, mowing residues, etc.)



**Brown mulch** (bark, wheat straw, dead leaves, paper and cardboard...)



Green and brown mix (mulch, RCW and other slash from heavy maintenance that can be crushed on site)



### NATURAL SOILS

WHAT TO DO WITH DEAD LEAVES?

On natural soils, dead leaves are not slippery!

Ideally, green waste should be reused on site while removing weeds, pruning or collecting leaves:

- As mulch
- As compost for later use in the garden
- By creating habitats for the auxiliary agents (piles of leaves or wood)





When used as a mulch, they promote soil life and provide a home for many insects. As they decompose, the leaves improve the soil and provide nutrients for the plants.

Dead leaves at the service of the gardener.





In the composter, they will give a superb and rich compost.

Children can be involved in these tasks and will, for example, enjoy feeding the compost with dead leaves.

## GREENING AND MAINTENANCE OF PLANTED AREAS

GARDENING & PLANTING
TAKING CARE OF THE PLANTS
WATERING
COMPOST
A WILD SCHOOLYARD

### **GARDENING & PLANTING**

#### Tools

Planted spaces should be thought of as spaces that can be appropriated by children, rather than just for aesthetic purposes, behind fences. This means accepting that these spaces are a little wilder and less ordered than what we are used to in the city.

#### How to get equipped?



Transplant shovels



Wheelbarrows



Gloves in children's and adult sizes



Buckets: they can be recycled

### To participate in the maintenance of the garden, it is necessary to have **closed shoes and gloves**.

After gardening, it is important to wash hands well, and to clean and store tools properly!

#### WHICH TOOLS CAN BE USED FOR WEED CONTROL?



The **hand hoe** for surface weed control.



The **weeding gouge** allows deep roots to be removed easily.

The **hand scraper** is used to destroy undesirable plants on the pathways (gravel, etc.).



The **rake** is used to loosen and aerate the soil on the surface to break up the crust, for example.

#### WHICH TOOLS CAN BE USED FOR PRUNING?



**Pruning shears** are for plants in the schoolyard.



CLEAN WITH SOAPY WATER AFTER EACH USE.

Small cylinder mowers are sufficient for small mowing areas. They are manual and therefore do not consume fuel or make noise.

Even children can use them!

#### Stop the machines! Let's use hand tools!

Less fuel and less noise = more chance to observe small animals living in the schoolyard.

Cleaning tools are important to avoid plant diseases, especially the pruning shears.

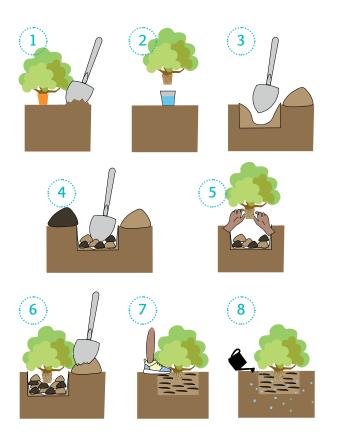
### **GARDENING & PLANTING**

#### Some tips

The activity of gardening can occur in multiple spaces of the schoolyards, either in **small areas** or in **large plots**, in **planting beds** or on the **ground**. Plants can thrive in **all types of soil** (loose, sandy, compacted clay soil, loamy soil) if chosen thoughtfully according to their characteristics. The choice of the appropriate plants should depend on multiple factors such as the **height of the plants**, their **growth patterns and "behavior"** (e.g. climbing plants, creeping plants). Additionally, possible constraints such as edibility, toxicity, or potential allergens need to be considered. Similarly, it is necessary to plan an **appropriate exposure to light**: in the shade or in the sun, at the foot of a tree or exposed to the wind. Lastly, it is crucial to establish the flowering and fruiting **calendar**.

#### ACTIVITIES:

- **SOWING:** The cheapest and most educational method. Sow in spring, in protected areas, or later when the weather is better directly on the schoolyard's ground! It can be done with children!
- **CUTTING/TRIMMING:** Some plants such as willows are very easy to cut! Similarly, the currant bushes, apple trees, fig trees, rosemary bushes, roses, oregano bushes, irises, vines and many more. Test and do trimmings with the children and observe the development of the roots.
- **CREATE A SELF-CULTIVATING NURSERY:** Use plants already in the schoolyard or add different ones collected from various places and let them grow in the nursery before planting in areas of the schoolyard.



1. Define where to plant the shrub.

- 2. Soak the shrub in a bucket to moisten the roots.
- 3. Dig the hole for planting.

4. Mix the soil with a few handfuls of potting soil to loosen the soil.

5. Scrape the root ball to facilitate rooting.

6. Fill with earth up to the surface level of the soil.

7. Press the soil down with the feet and add more soil if needed.

8. Make a ridge of soil, water the shrub generously and apply mulch.

MAKING AN INVENTORY

### What plants are present in the schoolyard?

Plant types	Species	Varieties	Strength / age
Trees			
Shrubs			
Grass			
Climbing plants			

#### **S**HRUBS

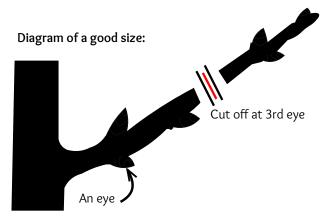
Shrubs are not very demanding and their maintenance is very simple:

- Hoe the base to avoid the growth of unwanted weeds.
- Water regularly (especially in the first year), and apply mulch. Once well established in the garden, shrubs require
- Little watering.
- Every spring, add compost at the base of the plant.
- Prune: dead or damaged branches, diseased or weak branches, crossing branches, branches pointing towards the centre of the plant.

To maintain your shrubs, use the right tools with sharp blades: pruning shears, branch cutters or garden saws.

#### SHRUB PRUNING CALENDAR

	J	F	Μ	A	М	J	J	A	S	0	N	D
SHRUBS												
Summer flowering												
Winter flowering												
Spring flowering												



**Summer flowering** shrubs (e.g. certain fruit trees) should be pruned at the end of winter to encourage the growth of young wood.

**Spring flowering** shrubs (e.g. forsythia or lilac) should be pruned after flowering in summer.



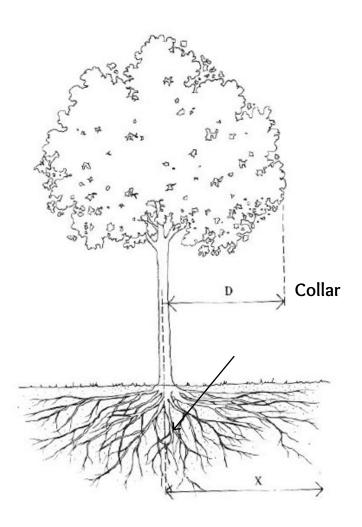
Pruning of these trees and shrubs is not recommended between the 1st of April and the 31st of July in order to preserve the habitats during the bird nesting period. It is important to check for the presence of nests and/or eggs before pruning, even outside this period!

#### Trees

TREES DO NOT REQUIRE ANY SPECIAL MAINTENANCE. HOWEVER, THERE ARE A FEW THINGS THAT NEED TO BE TAKEN CARE OF:

- Ensure that young trees are watered in the first few years.
- Ensure that trees are watered in dry periods.
- Roots should not be cut or dug up, and they need an aerated soil.
- Compost can be used to nourish the soil (a layer of 5cm thickness around the tree on lightly scratched soil), or mulch can be applied at the base of the tree over a radius of 1m around the trunk.
- The soil at the foot of the tree should not be polluted with cleaning products or washing water.

Trees do not normally need to be pruned. Sometimes they need to be pruned to ensure a harmonious cohabitation with them. In this case, the trees will be pruned by competent technicians (see box below).



#### WEEDS - A NEW PERSPECTIVE

Weeds are very useful plants for strengthening local flora and fauna. They often provide shelter and food for animals and actively participate in restoring the biodiversity of green spaces.

#### Why do they grow?

Their role is to prevent the land from being bare (without vegetation). They therefore help to preserve the soil and form a spontaneous ground cover.

While some of them limit the growth of other weeds or help pollination by being melliferous, others are invasive and particularly undesirable in the garden.

So which ones should you keep and which ones should you remove?

#### WEEDS TO KEEP



Wild geranium

Melliferous plant that limits the growth of weeds.

#### WEEDS TO REMOVE



#### Field bindweed

Invasive plant that chokes out other vegetation.



**Plantain** Edible and ve

Edible and very honey-producing plant.



#### Buttercup or creeping buttercup

Entirely poisonous plant.

#### Purple Lamex

Edible and highly honey-producing plant with a long flowering period.



#### Thistle

Very prickly invasive plant, use thick gloves to pull it out.

To manage weedy areas, simply :

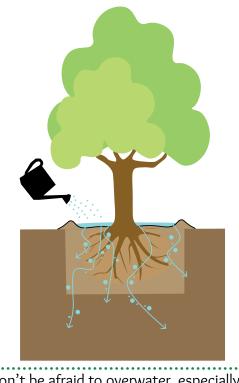
- Plant more densely,
  - Mulch the area
- Remove weeds regularly by hand before they grow into seeds
  - Plant ground covers

### WATERING

How to water?

#### 6 TIPS FOR GOOD WATERING

- Prefer rainwater: Consider using water storage if there is a cistern
- Follow the weather forecast
- Water in the morning and evening
- Check soil moisture
- Water less often but more
- Hoe and/or mulch (see page 16)

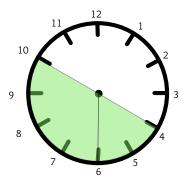


Don't be afraid to overwater, especially in natural soil!

#### WHAT TIME TO WATER?

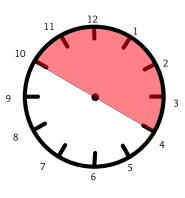
These times are suitable for watering during school and after-school hours.

Water...



Before 10 a.m. because weather it's not too warm and after 4 p.m., at snack time.

Do not water...



After 10 a.m. and before 4 p.m. as there is a risk of burning the plants.



In general, it is best to water at the base of the plant:

This brings water directly to the roots and strengthens them.

This prevents the foliage from getting wet and leading to diseases.

### WATERING

#### THE SPECIFIC CASE OF SUMMER

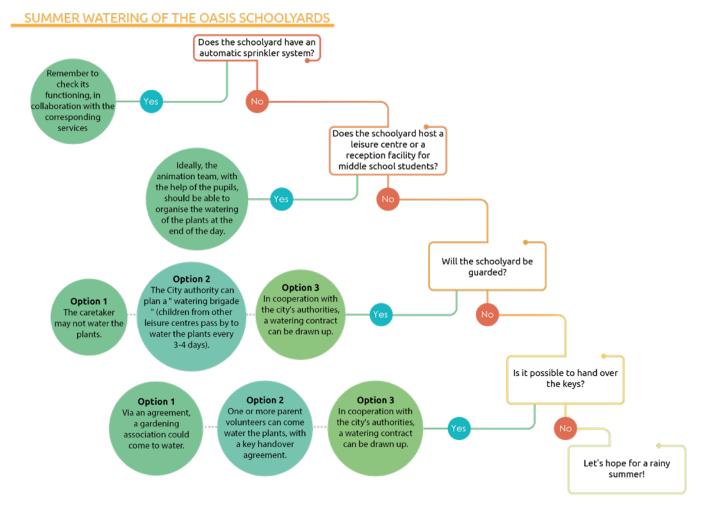
Plants are like us, they can be thirsty, hungry, hot and can even get sick. To determine if a plant is not feeling well, the leaves are an excellent indicator.

#### Observation is key!



#### Making arrangements for the summer

During the summer, the «normal» maintenance schedule set out in the school year cannot be ensured. Therefore, it should be provisioned, by using the task distribution table. For the particular case of watering plants, different possibilities can be explored. For example, this diagram shows some of the alternatives for Parisian schoolyards.



### COMPOST

#### NOTHING IS LOST, EVERYTHING IS TRANSFORMED

Compost is a mixture of organic waste, dry materials and soil. From a process of decomposition and fermentation of these materials, they are transformed into an organic fertilizer, rich in minerals that nourish the soil! Once it is ready, you can incorporate it into the earth to improve the soil of your plantations.

#### 1) COMPOSTING PRINCIPLES

The principle of composting is to mix nitrogenous waste (soft and wet) with carbonaceous waste (hard and dry), trying to keep a medium level of humidity (not too dry nor too wet).

- Nitrogenous and wet waste: kitchen and table waste, grass clippings, coffee grounds, etc.
- Dry, carbonaceous waste: shredded prunings, bark, wood chips, sawdust, straw, cardboard, etc.

Ideally, it should be arranged in three bins. (see images below).

However, it is possible to do it in a single bin, adapted to the area available for its installation. At the very least, dead leaves from your schoolyard can be composted without any additional organic input. A well prepared compost does not smell bad!

#### 2) FEEDING THE COMPOST

- Pour and spread the waste from the bio-bucket into the composter.
- Use a claw to mix the previous inputs on the surface.
- Cover with a thin layer of shredded material so that the new additions are completely covered.

#### 3) REGULAR MAINTENANCE OF THE COMPOST

Air and water are essential for the compost to work. It is very important to provide oxygen to the bacteria: the compost must therefore be aerated regularly to avoid bad smells.

Aerate the compost regularly (at least every two weeks), using a brass-compost or a fork.

If the compost is too dry in summer, you can water it.



DISPOSAL BIN

Kitchen and table waste cut into pieces. Stir every week.

3 to 6 months



STORAGE

of dry carbonaceous waste: shredded material, leaves, wood chips, etc. Each time organic waste is added, half of the dry material is added.

**RIPENING BIN** 

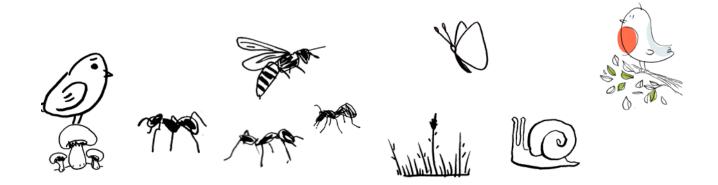
No input Stirring every month 6 to 9 months

To check the quality of your compost, take a handful and squeeze it well: If it forms a ball, it is too wet, put in more brown waste. If it crumbles immediately it is too dry, put in more green waste.

### A WILD SCHOOLYARD

The installation of a wide variety of habitats allows the hosting of many species.

It is a pleasure to observe insects and birds at school!



An OASIS schoolyard is also a schoolyard that adapts to the resources available to create and evolve. Like nature, it is not fixed, it evolves with the seasons and with the forces and energies at its disposal.

Observe and welcome biodiversity by encouraging learning through observation, experimentation, play, creation, construction and empathy.

#### Here are some ideas:



Jumping and playing in a pile of dead leaves in autumn!

And many more!



Create a separation with branches or shelters, huts ....



Educational composting with Install colourful nesting boxes. a transparent bin





## FURNITURE MAINTENANCE

- SCHOOLYARD FACILITIES
- SIGNAGE
- FACILITATING THE MAINTENANCE OF THE INTERIOR

A ST

### SCHOOLYARD FACILITIES

MAINTENANCE TIPS

### What furniture and facilities can be found in the schoolyard?

Type of furniture / facility	Maintenance tips
Wooden furniture	<ul> <li>Cleaning (if needed) of dirt (pigeon droppings, etc.): neutral detergent.</li> <li>Application of woodstain once a year.</li> <li>Painting (if needed) once a year.</li> </ul>
Fountain	<ul> <li>Daily cleaning of taps and push buttons by the staff in charge of the maintenance of the facilities.</li> </ul>
	<ul> <li>Checking for any blockages in the drainage system caused by the accumulation of tree leaves in the autumn.</li> <li>Plumbing maintenance: annual visit for each fountain.</li> </ul>
Playing structures	<ul> <li>Cleaning (if needed) of dirt (pigeon droppings, etc.): neutral detergent.</li> <li>Refer to the manufacturer's recommendations.</li> </ul>
Floor markings	• Refer to the City's authorities recommendations.

### SIGNAGE

#### UNDERSTAND AND FIND YOUR WAY AROUND

Signage is essential to enable children to understand the space in which they are moving and to find their way around. It is important for the inclusion of children with disabilities.

This can be done through :

- Colour
- Pictograms
- Pictures
- Boundaries marking

The signage can evolve according to the needs and the seasons, and can be a support for creativity: painting, drawing, schoolyard animation. Children can participate in these creations!





By using recycled materials for the installations. Choose natural materials such as wood, bamboo, clay pots, tiles or slates.

### FACILITATING THE MAINTENANCE OF THE INTERIOR

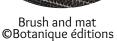
There are solutions to limit dirtying inside the building:

#### 1) PROVIDE SMALL FACILITIES AT THE ENTRANCE TO BUILDINGS: GRILLS AND MATS

A «scrubbing» area can be designed with rubber or metal gratings and small brushes, tissues or other items can be made available to children to prevent them from bringing too much dirt inside the building.



Galvanised steel grating ©Simon & Cie



Brush and scraper ©Outils et nature

#### 2) PROVIDE SPECIFIC EQUIPMENT FOR CHILDREN

Children can get used to changing shoes between indoors and outdoors: boots outdoors, especially in autumn and winter, and slippers (or socks!) indoors.

It is ideal to provide storage for any outdoor equipment that will allow children to go outside: shoes, coats or rain gear. You can think of lockers, placed inside or outside under cover, to store boots (or slippers), but also coats and rain trousers.



Room for 245 pairs of rain and wind boots at Millbrook School. © playscheme.com.uk



Coat and boot racks for each child © kindergarten1.kayonel.site



### NOTES









European Union European Regional Development Fund Investing in your future



