



NO SMOKING AND NO VAPING POLICY

| Reviewed on | Approved by |
|-------------|-------------|
| 06.05.2021 | N. Crump |
| 17.05.2023 | S Crump |
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1. Introduction

The Nursery, under the Health and Safety at Work Act (1974), has a duty of care to provide a healthy work environment. Nurseries have a major role to play in health education and prevention. Young children need to receive consistent messages and require non-smoking role models within the Nursery. Children's health and well-being is of the utmost importance for the nursery. Smoking has proved to be a health risk and therefore in accordance with legislation, the nursery operates a strict no-smoking policy within its buildings and grounds. It is illegal to smoke in enclosed places. The Nursery acknowledges that second-hand/third-hand tobacco smoke and the fragrance is both a public and workplace health hazard and has therefore adopted this Smoke-Free Policy.

2. Aims of the Policy

The policy seeks to:

- Guarantee a healthy working environment and protect the current and future health of children, staff, and visitors.
- Guarantee the right of non-smokers to breathe in air free from tobacco smoke.
- To comply with Health & Safety Legislation and Employment Law.
- Raise awareness of the dangers associated with exposure to tobacco smoke.
- Take account of the needs of those who smoke and to support those who wish to stop.

3. Restrictions on Smoking

Smoking or vaping is not permitted in any part of the premises, including grounds and there are signs around the grounds and premises to reinforce this. The policy applies to staff, parents, visitors, members of the public, contractors and others working or using the Nursery premises or sitting in vehicles in the car park. This policy is clearly advertised and visitors to the nursery will be informed of it. This policy will apply to all activities held in the nursery, including before and after nursery sessions and any meetings organised which are attended by staff as part of their work, and/or visitors to such meeting/events. This policy will apply to off-site activities. Staff should avoid being seen smoking or vaping in public in sight of children, parents and visitors in order to reinforce a comprehensive approach and set professional standards. Staff must refrain from smoking/vaping while on the nursery site, even during lunch breaks. Staff are requested to leave the Nursery site and change clothing if smoking or vaping during work hours to avoid this.

4. Vehicles

Staff must refrain from smoking or vaping in their own vehicles whilst on duty or when used on the nursery business and when carrying passengers.

5. Disciplinary Action

The enforcement of the No Smoking and No Vaping policy will be the responsibility of the Nursery Management Team. The Nursery's disciplinary procedure will apply when dealing with breaches to this policy. Anyone raising genuine concerns about breaches of the policy will be protected from victimisation.

Staff are authorised to ask non-staff who breach the policy to leave the premises.

6. Support for Smokers

We respect that it is a personal choice to smoke, although as an organisation we support healthy lifestyles and therefore aim to help staff and parents to stop smoking by:

- Providing information of local help groups
- Providing details of the NHS quit smoking helpline - 0800 0224 332 www.smokefree.nhs.uk
This offers friendly, free help and support. It can also put the smoker in touch with the Stop Smoking Service in their area.
- All local doctors' surgeries offer a stop smoking service on a one-to-one basis, usually with a Practice Nurse with support over the first few weeks of quitting, along with a prescription for products that can help with cravings. If smokers want to access this service they should contact their doctor's surgery and ask to make an appointment about stopping smoking.