

Non-Smoking Policy

The Nursery recognises that many people in our society smoke. We are aware that smoking is lawful and a matter of choice for adults. However, we recognise that smoking is an activity disapproved of by many parents and to which they do not wish their children to be exposed. We recognise also that our employees have a right to be able to work and have periods of rest from work in a smoke free environment.

We have therefore designated all the premises within the confines of the Nursery a smoke free area. No one is permitted to smoke at any time on Nursery premises. Furthermore, any staff members that wish to smoke are also prohibited from doing so in the Nursery grounds, thus reducing the chance of any child seeing a member of staff smoking.

- All parents are informed of this policy when applying for the Nursery
- All staff members are informed of this at their interview and are expected to abide by this policy as with any policy. Failure to do so could result in disciplinary action
- Staff members are not permitted additional breaks for the purpose of smoking, and smokers and non-smokers have the same breaks
- The entrance of the Nursery will display a “No Smoking” sign
- All staff/parents/carers/visitors are expected to support and observe the No Smoking Policy and must draw it to the attention of someone who is disregarding it. In this instance, the smoker will be asked to leave the premises

E-Cigarettes/Vaping

The use of e-cigarettes/vaping has proved to be a health risk and therefore in accordance with legislation, the nursery operates a strict no smoking/vaping policy within its buildings and grounds. It is illegal to smoke in enclosed places.

All persons must abstain from smoking/vaping while on the premises. This applies to staff, students, parents, carers, contractors and any other visitors to the premises.

Staff accompanying children outside the nursery, are not permitted to smoke/vape. We also request that any parents accompanying nursery children on outings refrain from smoking/vaping while caring for the children.

Staff must not smoke/vape while wearing nursery uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle. If staff choose to smoke/vape during breaks they are asked to change into their own clothing and smoke/vape away from the main entrance/nursery premises.

We respect that smoking/vaping is a personal choice, although as an organisation we support healthy lifestyles. We follow Public Health England advice and aim to help staff and parents to stop smoking/vaping by:

- Providing factsheets and leaflets
- Providing information of local help groups
- Providing details of the NHS quit smoking helpline - www.smokefree.nhs.uk

Last updated January 2025