

## 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 expect 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, including the car park, thus reducing the chance of any child seeing a member of staff smoking.

- All parents are informed of this policy when applying for their child to come to Nursery
- All staff members are informed of this at 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 draw it to the attention of staff if somebody is disregarding it. In this instance, the smoker will be asked to leave the premises

Last updated February 2020