

NO-SMOKING POLICY

Children's health and wellbeing is of the upmost importance for the Nursery School. Smoking has proved to be a health risk and, therefore, in accordance with legislation, the Nursery School operates a strict no smoking policy including e-cigarettes and other vaping devices within its building, annex offices and grounds. It is illegal to smoke in enclosed places.

You are respectfully required to abstain from smoking including e-cigarettes and other vaping devices while on the premises. This rule also applies to staff, students, parents, carers, visitors, contractors, etc.

Staff accompanying children outside the Nursery School are not permitted to smoke. We also request that parents accompanying nursery children on outings refrain from smoking while caring for the children.

Employees who wish to smoke including e-cigarettes and other vaping devices may do so in their own time during unpaid breaks. Employees will not be permitted to smoke whilst carrying out their duties and responsibilities for Hopes and Dreams. Staff must not smoke while wearing nursery uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle.

Anyone found to be smoking including e-cigarettes and other vaping devices at work in contravention of this policy will be subject to disciplinary action in accordance with Hopes and Dreams disciplinary procedure.

Smoking at work will be viewed as serious misconduct. A repeated offence, after a formal warning, could result in dismissal.

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

- The NHS Smoking Helpline 0800 169 0169
- www.givingupsmoking.co.uk

Reviewed on: January 2020

Signed on behalf of the Nursery School:


Next review date: January 2021