

Lord's DAY NURSERY

NON-Smoking Policy

1. NO SMOKING POLICY

1.1. The nursery operates an EXTREMELY STRICT No Smoking Policy to support

1.1.1 Legislation with regard to The Smoking at Work Act.

1.1.2 The protection of children from passive smoking passed to them by smoking adults.

1.1.3 This No Smoking Ban extends to all staff, parents, visitors and tradesman entering the nursery premises.

2. THE NURSERY

2.1. The whole of the nursery premises both indoors and out are designated No Smoking Areas.

2.2. The area outside the Gates is also designated as a No Smoking Area.

2.3 The nursery makes it its business to ensure that children in their care are NEVER subject to passive smoking.

2.4. The nursery ensures that children do not access or see images of adults smoking.

3. DUTY OF CARE

3.1 The nursery believes it has a definite duty of care to ensure that,

3.1.1. Children are NEVER subject to passive smoking whilst on the nursery premises 3.1.2. Children NEVER witness any person holding or smoking any form of tobacco whilst on the premises.

4. STAFF

4.1. Staff are asked upon Application whether they smoke any form of cigarette or tobacco.

4.2. Staff are required to reply to a written question asking if they smoke any form of tobacco.

4.3. Staff are required to inform the nursery if their response to this question changes at any time.

4.4. Staff are also questioned during Interview as to whether they smoke cigarettes or tobacco.

4.5. The Nursery No Smoking Policy is clearly explained to them.

4.6 Staff are not permitted to smoke in their cars whilst wearing Nursery Uniform, in or around the Nursery.

4.7. Should a member of staff arrive at the nursery with any trace of smoke odour on their person or clothing they are immediately sent home and expected to bathe or shower, change and return to work without any trace of tobacco on their person.

4.8 If a member of staff has to be sent home on more than one occasion they will a verbal and then written warning.

4.9 If a member of staff persisted with this offence they would be dismissed from employment in the nursery.

5. E-CIGARETTES

5.1 This policy also includes the total exclusion of e-cigarettes or any form of them that could represent smoking to the children.

6. PROVISION FOR SMOKERS

6.1. No provision is made for staff to smoke out of doors due to the No Smoking Policy THROUGHOUT THE PREMISES.

Lord's Day Nursery Reviewed Date: December 2017

Next Review Date: December 2018