

4.6. Smoking, Drugs and Drinking



Policy statement

We comply with health and safety regulations and the Safeguarding and Welfare Requirements of the Early Years Foundation Stage in making our setting a no-smoking environment - both indoors and outdoors.

Procedures

- All staff, parents and volunteers are made aware of our No-smoking Policy.
- No-smoking signs are displayed prominently.
- The No-smoking Policy is stated in information for parents and staff.
- We actively encourage no-smoking by having information for parents and staff about where to get help to stop smoking if they are seeking this information.
 - Staff who smoke do not do so during working hours, unless on a scheduled break and off the premises.
 - Staff who smoke during working hours and travelling to and from work must not do so whilst wearing a setting uniform, or must at least cover the uniform.
 - E-cigarettes are not permitted to be used on the premises.
 - Staff who smoke or use e-cigarettes during their scheduled breaks go well away from the premises.
 - Staff who smoke during their break make every effort to reduce the effects of odour and passive smoking for children and colleagues
 - Smoking is not permitted in any vehicles belonging to the setting.
 - Staff are made aware that failure to adhere to this policy and procedures may result in disciplinary action.
 - It is a criminal offence for employees to smoke in smoke-free areas, with a fixed penalty of £50 or prosecution and a fine of up to £200.
 - Staff will not be permitted to work in the nursery under the influence of drink or illegal drugs.