

NO SMOKING POLICY

This policy links to:

The Early Years Foundation Stage (DfE 2017) Statutory Framework – Setting the standards for learning, development and care for children from birth to five

Other Centre policies: Staff Handbook, Driving to Work, Staff

1. NO SMOKING POLICY

- 1.1 The centre operates an EXTREMELY STRICT No Smoking Policy (including e-cigarettes) 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 as of paramount importance.
- 1.2 This No Smoking Ban extends to all staff, parents, visitors and tradesman entering the centre premises.

2. THE CENTRE

- 2.1 The whole of the Leaping Toads premises both indoors and out are designated No Smoking Areas.
- 2.2 The area outside the Parking entrance is also designated as a No Smoking Area.
- 2.3 The Centre makes it its business to ensure that children in their care are NEVER subject to passive smoking.
- 2.4. The Centre ensures that children do not access or see images of adults smoking.

3. DUTY OF CARE

- 3.1 The Centre believes it has a definite duty of care to ensure that:
 - 3.1.1. Children are NEVER subject to passive smoking whilst on the Centre 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, e-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 Centre 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. Leaping Toads' No Smoking Policy is clearly explained to them.
- 4.6. Staff are not permitted to smoke in their cars whilst wearing Leaping Toads Uniform, in the school car park or driving around the nearby roads.
- 4.7 Should a member of staff arrive at the Centre 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 receive 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 Centre.

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

- 5.1. No provision is made for staff to smoke out of doors due to the No Smoking Policy – including e-cigarettes – **THROUGHOUT THE PREMISES.**

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