

## **Smoking, alcohol, e-cigarettes and other substances**

### **Safeguarding and Welfare Requirement: Safety and Suitability of Premises, Environment and Equipment: Smoking**

3.56: Providers must not allow smoking in or on the premises when children are present or about to be present.

### **Safeguarding and Welfare Requirement: Suitable people**

3.19. Practitioners must not be under the influence of alcohol or any other substance which may affect their ability to care for children.

### **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.

Fennies Nurseries are non-smoking sites. Staff must not smoke or use e-cigarettes on nursery premises or outside nursery gates. Any member of staff wishing to smoke or use an e-cigarette must leave the nursery grounds.

### **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 must not smoke or use an e-cigarette whilst working with or supervising children offsite.
- Staff who smoke or use e-cigarettes during their scheduled breaks go to [insert suitable non-enclosed locations], or 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. Before coming into contact with infants or children, staff must wash their hands and change their clothes.
- 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 must not consume or be under the influence of alcohol, illicit drugs or other illegal substances on or near nursery premises, during the working day.
- Staff must refrain from the consumption of alcohol and other substances at nursery events (i.e. parents events) both within the nursery premises and outside the nursery setting.

### Legal framework

- The Smoke-free (Premises and Enforcement) Regulations (2006)
- The Smoke-free (Signs) Regulations (2012)

<b>This policy was adopted on</b>	<b>Signed on behalf of the nursery</b>	<b>Date disseminated to staff</b>	<b>Date for review</b>
<i>June 2018</i>			<i>June 2019</i>