



Little Monkeys Day Nursery & Pre School

Smoking Policy

EYFS: 3.56

Little Monkeys is an equal opportunities employer and will not discriminate against a smoker when advertising a position.

However, Children's health and well-being is of the utmost importance for the nursery. Smoking has proved to be a health risk and therefore in accordance with legislation, the nursery operates a strict no smoking policy this includes the use of cigarettes, cigars and e-cigs/vaporisers. **Smoking is not permitted** anywhere in the building, or on the nursery premises.

This rule applies to staff, students, parents, carers, visitors, contractors etc.

Staff must not smoke whilst wearing nursery uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle. If staff choose to smoke during breaks they are asked to change into their own clothing and smoke away from the building.

Failure to comply with this policy may result in disciplinary action.

Staff accompanying children outside the nursery, are not permitted to smoke. We also require that any parent accompanying children on outings refrain from smoking whilst caring for the children.

We respect that smoking is a personal choice, although as part of her role our in house Smile For Life Co-ordinator Rebecca Lamb has support material and advice available for both staff and parents/carers if desired.

This policy was adopted on:

September 2018

Signed on behalf of the nursery:

Laura Fradsham (Owner/Manager)

Date for review:

September 2019