



No Smoking Policy

Version Control

Version	Nature of Update	Author	Date
1.0	Original Issue	Penelope White	13/06/2021
1.1	Reviewed- no changes	Penelope White	01/09/2023

The Phoenix Kindergarten operates a no smoking policy in line with current legislation. In July 2007, it became illegal to smoke in enclosed areas in England and in Wales.

We comply with Health and Safety Regulations as well as the Safeguarding and Welfare Requirements of the Early Years Foundation Stage; we understand that we must protect the children in our care from exposure to smoke and the health risks associated with it. Our staff members also have a right to work in a smoke-free environment.

Smoking has a proven health risk and even though we respect that it is a personal choice for adults to smoke, we recognize that as an Early Years Setting for children aged between 3 and 6 years old, not only do we actively support healthy lifestyles, but staff, parents, contractors and volunteers all need to act as healthy role models for the children.

The Kindergarten, including the fenced off outside space, the area beyond the fence and the car park, as well as the building itself, is a non-smoking environment, both indoors and outdoors.

Staff, contractors and volunteers are all made aware of our policy during their induction session before beginning their work with us.

Under no circumstances will any member of staff, volunteer, contractor or parent/carer smoke on the premises.

There are “No Smoking” signs displayed throughout the Kindergarten.

Staff members/volunteers who do smoke, are prohibited from doing so during their working hours, during any breaks or up to two prior to the commencement of work. If a staff member or volunteer smokes before two hours of starting work then clothing must be changed before commencing work.

Paperwork such as early years learning journals must not be taken into a smoky environment.

The Phoenix Kindergarten will offer support to any employee wishing to stop smoking. We will also offer information and support to any parent/carer or volunteer wishing to stop smoking.

The free NHS help-line is available on 0800 1690169.