



No Smoking Policy

Statement of Intent

It is our intention to protect all employees, service users, customers and visitors from exposure to second hand smoke or vaping chemicals by providing a safe working environment and uphold the ban imposed on smoking in public places, to assist compliance with the Health Act 2006

Aim

It is the policy of Pippins Pre-school and Nursery that all our workplaces are smoke free, and all employees have a right to work in a smoke free environment. In accordance to the law change on 1st July 2007, smoking of cigarettes, e-cigarettes and vapes, is prohibited in all enclosed premises. This policy applies to all employees, consultants, contractors, customers and visitors.

Methods

In order to achieve this aim, the trustee directors have overall responsibility for policy implementations. We operate the following No Smoking Policy:

- All Early Years Educators are obliged to adhere to and support the implementation of the policy.
- All new personnel will receive a copy of the policy on recruitment/induction.
- Appropriate "no smoking" signs will be clearly displayed at the entrance to and within the premises.
- It is prohibited to smoke, use e-cigarettes and vapes while wearing Pippins's uniform.

Non-Compliance

Local disciplinary procedures will be followed if an Early Years Educator does not comply with this policy. Those who do not comply with the smoke free law may also be liable to a fixed penalty fine and possible criminal prosecution.

This policy was adopted at a meeting of Pippins Pre-school and Nursery

Held on Thursday 9th October 2025

Signed on behalf of the Management Trustee Directors

Role of signatory (e.g. chair etc.)

Chair