



No Smoking Policy

Statement of Intent:

This policy seeks to guarantee the right of all employees and visitors to breathe air free of tobacco smoke and to comply with smoke-free legislation: The Health Act 2006 and The Smoke-free Premises etc. (Wales) Regulations 2007.

Passive smoking, has been medically proven to cause lung cancer and heart disease in non-smokers, also been proven to cause asthma and migraine attacks, as well as other serious illnesses and minor conditions.

The Penalties for Non-Compliance with the Legislation

- Failing to display no-smoking signs in premises covered by the law (£200 fixed penalty notice, or up to £1000 Court fine);
- Smoking in a smoke-free place (£50 fixed penalty notice, or up to £200 Court fine);
- Failing to prevent smoking in a smoke-free place (up to £2500 Court fine).

It is the policy of our Pre-School that our workplace is smoke free, and all employees have a right to work in a smoke free environment. Smoking is not permitted in any part of the premises including corridors, kitchen, toilets, reception areas, entrances/exits, by any person regardless of their status or business with the Pre-School.

Managers/leaders are responsible for ensuring the implementation and maintenance of this policy. Appropriate 'no-smoking' signs will be clearly displayed at the entrances to and within the premises.

All staff have a personal responsibility in ensuring their personal compliance and in ensuring that all those who enter the premises are made aware of the policy. Those who do not comply with the smoke-free law may be liable to a fixed penalty fine and possible criminal prosecution.

Non Compliance

Disciplinary procedures will be followed if employees do not comply with this policy.

Policy date: 1st April 2016

Review date: 1st April 2017