



ROMPERS PRIVATE NURSERY

SMOKING AT WORK POLICY



Policy Statement

At Rompers Nursery, we are committed to providing a safe, healthy, and smoke-free environment for all children, staff, parents, and visitors. In line with the current No Smoking legislation in Scotland, smoking is strictly prohibited on all nursery premises and the surrounding areas.

Aims of this Policy

- To ensure that smoking, including the use of electronic cigarettes (e-cigarettes, vapes), is not permitted in or around the nursery grounds—including indoor spaces, the nursery garden, car park, and perimeter areas.
- To promote a culture of health and wellbeing for all users of the nursery.
- To support staff in complying with smoke-free working practices.

Procedures

- This policy forms part of all staff employment contracts and is explained during staff induction.
- Management will ensure all staff are fully informed about the policy and understand that smoking or vaping during working hours, including break times, is not permitted on or near nursery grounds.
- Clear and visible 'No Smoking/Vaping' signage will be displayed at all entrances and throughout the nursery premises.
- The policy extends to all visitors, contractors, and parents/carers while on or near nursery property.

Monitoring

- Management will monitor compliance with this policy.
- CCTV is in operation around the premises to help ensure adherence.
- Any breaches of the policy by staff will be addressed in line with the nursery's disciplinary procedures.
- Visitors or parents found in breach will be reminded of the policy and asked to refrain from smoking or vaping on site.

Review:

Date	Management	Track of Changes
August 2021	P. Guthrie	none
April 2025	STL (K)	Updated – E-Cigarettes and Vapes