



No Smoking Policy

Living Spring Montessori Nursery operates a no smoking policy in line with current legislation. In July 2007, it became illegal to smoke in enclosed areas in England and the rest of the United Kingdom.

Smoking has a proven health risk and even though we respect that it is a personal choice to smoke, we also recognise that as an organisation, we actively support healthy lifestyles. The Nursery and the entire school site is a non-smoking environment, both indoors and outdoors.

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.

- Staff, students and volunteers are all made aware of our policy during their induction session before beginning their work with us. Please also refer to the Living Spring Staff Code of Conduct which is within our Safeguarding Policy.
- Under no circumstances will any member of staff or parent/carer smoke on the premises.
- Any member of staff found to be smoking on the premises will be suspended immediately and then asked to report to their manager for a disciplinary hearing at a later date.
- Any parent/carer who comes into the nursery smoking will be asked to extinguish their cigarette before entering the building.
- There are “No Smoking” signs displayed throughout the Nursery.
- Staff members who do smoke, are prohibited from doing so during their working hours.
- Staff members must not smoke during their break to prevent the lingering odour of smoke from their clothes and body, thereby reducing the effect of “passive smoking” on the children in their care and their colleagues.
- Living Spring Montessori Nursery will offer support to any employee wishing to stop smoking. The free NHS help-line is available on 0800 1690169.
- As a Healthy Early Years setting, we also offer information and support to any parent/carer or staff member wishing to stop smoking. Information can be found in our Healthy Early Years (HEY) folder in the office.

Legal Framework:

- Smoke-free Regulations, 2006 (Premises and Enforcement)

Policy Date: November 2020

This policy is reviewed and updated regularly in line with changes and updates in legislation.

- Smoke-free Regulations, 2012 (Signs)

Link to the Statutory Framework for the Early Years Foundation Stage 2017:

Section 3 – The Safeguarding and Welfare requirements:

- Smoking

Policy Date: November 2020

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