



The school recognises that many people in our society smoke. We are aware that smoking is lawful and a matter of choice for adults.

However we recognise that smoking is an activity disapproved of by many parents and to which they do not wish their children to be exposed. We recognise also that our employees have a right to expect to be able to work and have periods of rest from work in a smoke free environment.

We have therefore designated all the premises within the confines of the nursery a smoke free area. No one is permitted to smoke at any time on nursery premises. Further, any staff who wish to smoke are also prohibited from doing so in the nursery grounds, including the car park, thus reducing the chance of any child seeing a member of staff smoking. Please note that the Kingsfield Centre site is a no smoking zone. There is a designated smoking area situated at the entrance just along Chilton Way.

- All parents are informed of this policy when applying for their child to come to the nursery.
- All local schools who provide work experience pupils, and the local careers service are informed of this.
- All staff are informed of this at interview, and are required to sign to say that they agree to abide by this policy. Staff are not permitted additional breaks for the purpose of smoking, and smokers and non-smokers have the same breaks. Staff who smoke are required to leave their outer layer of clothing outside the nursery premises after smoking.

Signed for and on behalf of Foxglove Montessori Nursery

Lindsey Harvey (Principal) :

Date :

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