**Bright Sparks**

**Childcare**

*Smokefree Policy*

**Purpose**

This policy has been developed to protect all employees, service users, customers and visitors from exposure to secondhand smoke and to assist compliance with the Health Act 2006.

Exposure to secondhand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace doe not eliminate the danger.

**Policy**

It is the policy of Bright Sparks that all our workplaces are smoke free, and all employees have a right to work in a smokefree environment. The policy came into effect on Sunday 1 July 2007. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles and areas close to children’s play areas.. This policy applies to all employees, consultants, contractors, customers or members and visitors.

**Implementation**

Overall responsibility for policy implementation and review rests with Mandy Coath. However, all staff are obliged to adhere to, and support the implementation of the policy. The person named above shall inform all existing employees, consultants, and contractors of the policy and their role in the implementation and monitoring of the policy. They will also give all new personnel a copy of the policy on recruitment/induction.

Appropriate ‘no-smoking’ signs will be clearly displayed at the entrances to and within the premises, and in all smokefree vehicles.

**Non-Compliance**

Local disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smokefree law may also be liable to a fixed penalty fine and possible criminal prosecution.

**Procedure to be followed by staff who wish to smoke.**

Staff who wish to smoke may do so at the far side of the premises away from the nursery entrance (by the church entrance). Staff are expected to keep the area clear and tidy after use and if required change their uniform afterwards.

**Help To Stop smoking**

The NHS offers a range of free services to help smokers give up. Visit gosmokefree.co.uk or call the NHS Smoking Helpline on 0800 169 0 169 for details. Alternatively you can text ‘GIVE UP’ and your full postcode to 88088 to find your local NHS Stop Smoking Service.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Review date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_