



No Smoking Policy

It is the policy of Bearhugs Nurseries Ltd. that the premises and the outside play area will be smoke free. This policy has been developed to protect all employees, children and visitors from exposure to smoke and assist in the compliance of the Health Act 2006.

- Smoking is prohibited in all areas of the premises and this policy applies to all employees, contractors, customers and visitors.
- Appropriate 'NO SMOKING' signs will be clearly displayed at the entrance to and within the premises.
- Disciplinary procedures will be followed if a member of staff fails to comply with this policy and those persons who fail to comply with the smoke free law of 2007 may be liable to a fixed penalty fine and possible criminal prosecution.
- Bearhugs Nurseries Ltd. will offer support to any employee wishing to stop smoking, the free NHS smoking helpline is available on 0800 169 0 169.
- Any areas of the building that children are expected to use that have previously been used for smoking will be thoroughly ventilated prior to the children using the space to ensure a clear atmosphere.

Signed on behalf of Bearhugs Nurseries Ltd by:

Manager/Owner

Date: 1st May 2020

Review Date: 1st May 2021