



Stockingford
Nursery School

Smoke and Vape Free Policy

Passed and adopted by Governing Body:

Signed: *R. C. Long*

Dated: 09.02.2026

Reviewed: February 2026

Review: February 2028

Stockingford Nursery School

SMOKE AND VAPE FREE POLICY

The Health Act 2006 made it illegal to smoke in all enclosed public places and enclosed workplaces in England with effect from 1 July 2007.

The smoke free legislation applies to all Stockingford Maintained Nursery School buildings and related areas. Smoking is not permitted in any vehicle owned or provided by Stockingford Maintained Nursery School or in any other vehicle when transporting colleagues or service users on official business. No smoking signs must be displayed in workplaces and vehicle.

POLICY STATEMENT

Stockingford Maintained Nursery School recognises that smoking is an addiction and aims to support those who wish to stop.

The objectives of this policy are to ensure compliance with the Health Act 2006 which banned smoking in all enclosed public spaces and workspaces in England from July 2007.

Although vaping is not covered under smoke-free legislation (as vaping does not burn tobacco or create smoke) the restrictions within this policy also apply to vaping.

Through the application of this policy the council aims to:

Protect the health, wellbeing and safety of employees, workers, elected members, and members of the public, by providing smoke-free workplaces.

Ensure that all employees and workers who wish to stop smoking are able to access appropriate advice and support.

Reduce absence from work resulting from smoking related conditions and have a positive impact on employee's physical and mental health and wellbeing.

SCOPE OF POLICY

This policy applies to:

- All employees
- Workers engaged from other organisations to undertake work on behalf of Stockingford Maintained Nursery School e.g. contractors, consultants and agency workers.
- Volunteers undertaking voluntary work for Stockingford Maintained Nursery School.

DEFINITIONS

For the purposes of this policy the following definitions apply:

Smoking	Refers to smoking tobacco or anything which contains tobacco or smoking any other substance. Smoking includes being in possession of lit tobacco or of anything lit which contains tobacco, or being in possession of any other lit substance in a form in which it could be smoked.
Vaping	Refers to using the use of an electronic cigarette or 'Vape' to inhale vapour, usually containing nicotine.
Second hand smoke	Refers to smoke inhaled involuntarily from tobacco being smoked by others.

RESTRICTIONS AT WORK

Stockingford Maintained Nursery School prohibits smoking or vaping in the following areas:

- All Stockingford Maintained Nursery School owned and controlled buildings
- Access doorways, surrounding areas, rest rooms, corridors, and toilets
- Outdoors on Stockingford Maintained Nursery School grounds (e.g. car parks, courtyards).

Employees who wish to smoke or vape should do so in their own time i.e. during agreed breaks).

Employees must ensure that they smoke or vape off site and that they always maintain a reasonable distance (e.g. more than 5 metres) from exits, entrances, and open windows to ensure that they do not expose others to tobacco smoke or vape smoke.

IMPLEMENTATION AND ENFORCEMENT OF POLICY

Stockingford Maintained Nursery School recognises that a member of staff who is a smoker may need help and support from their employer. Stockingford Maintained Nursery School also has a responsibility to all its employees, service users, pupils, and other stakeholders, to ensure risks are minimised.

Accordingly, Stockingford Maintained Nursery School will seek to adopt the following approach:

1. To provide reasonable assistance and support to members of staff who smoke to access support to quit.
2. To take disciplinary action where smoking policies are not being adhered to. Employees who fail to comply with the smoke-free workplace legislation will be subject to the Council's disciplinary procedures as well as to any sanction that may be applicable under criminal law with regard to smoking. Employees who fail to comply with our vaping policy may also be subject to disciplinary procedures. Advice in relation to specific cases should be sought from the HR Advisory Team.

Staff who are finding it difficult to adjust to the Policy should be invited to discuss the issues with their manager and be signposted or referred to local stop smoking services.

PROTECTING STAFF

Staff visiting clients in their own homes have the right to not be exposed to second-hand tobacco smoke, and it is expected that all reasonable steps are taken to limit or prevent this type of exposure.

Managers should consider this potential exposure within the risk assessment process and determine measures that could be put in place to reduce the risk.

VISITORS AND CONTRACTORS' BREACHES

Visitors to Stockingford Maintained Nursery School premises will be made aware of the Smokefree Policy through signs, and conversations with staff. Any non-employees who breach the Tobacco Control and Vaping Policy will be asked to leave the premises.

SMOKING AND CESSATION SUPPORT

Employees are able to prioritise wellbeing in work time, balanced with service needs. Employees should be supported by their line manager to attend smoking cessation appointments using agile working principles where possible. If this is not possible, employees should aim to cause the least disruption to their work.

Local stop smoking services provide free and confidential support to quit smoking, for more information visit the website www.smokefreecw.co.uk

Stockingford Maintained Nursery School offer a staff wellbeing service through Schools Advisory Service. Staff can access GP and Nurse support 24 hours a day.