

Little Frogs Pre-School

Smokefree Policy

1. Introduction

1.1 This smokefree policy has been adopted by Little Frogs Pre School with the aim of:

- Creating a smokefree Early Years setting that promotes and supports smokefree lifestyles. For the purposes of this policy Early Years Setting includes childminders and their domestic premises.

1.2 The objectives of the policy are to:

- protect all children, parents and carer's, employees and visitors from exposure to second hand smoke and vapour on the Early Years site
- support those employees and clients who are smokers and wish to stop smoking, and
- Proactively promote the smokefree agenda.

1.2 The policy provides guidance for staff and users of the setting on why we are a smokefree centre and what this means in practice. The policy applies to everyone using the premises (including all grounds and buildings) for any purpose, at any time

1.3 The use of e-cigarettes is covered under this policy. Although the evidence does not currently show e-cigarettes to be acting as a gateway into smoking for young people', there is still concern that allowing their use on-site could threaten what has become the norm of not smoking in early year's settings. .

2. Rationale

- About half of all regular cigarette smokers will eventually be killed by their addiction.
- Every year, around 100,000 smokers in the UK die from smoking related causes.
- Smoking accounts for over one-third of respiratory deaths, over one-quarter of cancer deaths, and about one-seventh of cardiovascular disease deaths.

- There are about **10 million adults** who smoke cigarettes in **Great Britain**: this is about a sixth of the total UK population
- In Devon, 12.2% of the adult population smoke, compared with 16.9% nationally.ⁱⁱ
- Smoking rates have more than halved since 1974 when 51% of men and 41% of women smoked.
- Smoking prevalence is **highest in the 25-34 age group (25%)** and lowest amongst those aged 60 and over.ⁱⁱⁱ
- Smoking in pregnancy can cause increased risk of miscarriage, stillbirth, preterm birth and low birth weight.^{iv} It has been found to increase infant mortality by about 40%.^v
- Although E-cigarettes are around 95% safer than smoking^{vi} so can be a useful quitting aid for some individuals, vaping is discouraged within early years settings due to the role modelling from adults and mimicking behaviour of children.

3. National strategy and legislation

3.1 This policy is informed by Healthy Lives, Healthy People: A Tobacco Plan for England (2011). It supports compliance with Health & Safety Legislation and Employment Law. The Health Act 2006 bans smoking in all enclosed public spaces and section 2(2) of the Health and safety at Work Act 1974 places a duty on employers to:

'...provide and maintain a safe working environment which is, so far as is reasonably practical, safe, without risks to health and adequate as regards facilities and arrangements for their welfare at work.'

4. Links to other Early Years policies

OFSTED Statutory Framework for the Early Years Foundation Stage.

Section 3.56: Provider's must not allow smoking in or on the premises when children are present or about to be present.

This may also be included in the following documents:

- schools/landlords non smoking policy
- health and safety policy
- loan working policy
- service specification - role in targeting vulnerable groups and in sign posting / promoting health and well-being for children and families

5. What does this policy mean in practice?

5.1 Early Years Setting premises:

- Smoking, including e-cigarettes and vaping, are not permitted in any part of the premises and grounds including the entrance area to the setting or on land adjacent to the setting (e.g. car parks, garden areas, walkway, playgrounds, playing fields etc). This policy will apply equally to future premises at the construction stage of any new building and refurbishment or relocation project.
- There will be no designated smoking or vaping areas provided within the early year's settings grounds.
- This policy applies to young people, parents and carers, employees, visitors, members of the public, contractors or others working or using the early years settings premises or vehicles.
- The smoke free policy will apply to all activities held in the early years settings at any time regardless of whether children are present or not.
- Suitable posters, displays and statutory no smoking signage will be displayed in the premises to create positive visual messages which support a smoke free working environment.

5.2 **Visitors:** All visitors, contractors and deliverers are required to abide by the smoke free policy. Staff members are expected to inform visitors of the policy. However, they are not expected to enter into any confrontation that may put their personal safety at risk.

5.3 **Staff:** Staff who choose to smoke are only permitted to smoke while off duty (in official unpaid break times only). They are expected to be out of uniform while smoking and not on the premises. Staff are not permitted to smoke at any time in public when representing or attending meetings on behalf of Little Frogs Pre School wherever these are held.

5.4 **Vehicles:** Smoking is not permitted in Little Frogs Pre School vehicles or in staff members' private vehicles while used Little Frogs Pre School business. Since 1st October 2015, it is now illegal to smoke in vehicles with someone under the age of 18 present, to protect children and young people from the dangers of second hand smoke.

5.5 **Contractors:** Contractors working on behalf of Little Frogs Pre School should adhere to this policy. The following wording will be added to any written

contractor agreements: Little Frogs Pre School has a duty to protect the health of its employees and residents. As part of this, contractors undertaking work on behalf of Little Frogs Pre School will abide by the Little Frogs Pre School smoke free policy which requires staff to refrain from smoking while on duty. This includes smoking in vehicles or on breaks if in uniform."

5.6 **Working in private homes:** When the employment of staff working on behalf of Little Frogs Pre School requires them to visit private homes, it is essential that a request be made to provide a smoke free environment while the visit is taking place or an alternative venue agreed. The client should be respectfully asked not to smoke while the employee is working within that environment (*a smoke free request could be sent to the client at the time of booking the appointment*).

5.7 **Support for parents/carers who smoke:** Little Frogs Pre School will provide support for parents/carers who smoke as detailed below

Support for staff who smoke: Little Frogs Pre School recognises its duty towards employees who smoke. This smokefree policy has gone through a consultation process with staff about its content and the type of workplace information and support smokers need.

The following is in place to support both parents/carers and staff who smoke:

- All staff have awareness-raising training (smoking cessation brief intervention / smoke-free homes training) and are able to proactively raise the issue and signpost parents/carer's or colleagues to relevant information and to local NHS stop smoking services.
- Little Frogs Pre School routinely provides up to date guidance and information about the availability of the free of charge local stop smoking services
- Where parents/carer's or staff who smoke do not wish to quit, Little Frogs Pre School provides a brief intervention and highlights the dangers of second hand smoke, for instance giving information about and offering advice on the smokefree homes agenda.
- Support for smokers can be accessed by calling the stop smoking service on **01884 836024**.
This service is currently in development and new methods of support will be accessible during early 2017.
- Alternatively, smokers can receive stop smoking support at their local GP or pharmacy, details found here:
www.smokefreedevon.org.uk/support-to-quit-smoking/quit-smoking-through-your-gp-pharmacy-or-dentist

Help on offer includes:

- Information about smoking cessation methods
- Advice and support whilst on the smoking cessation programme and post-quitting support
- Access to nicotine replacement therapy and stop smoking medication on prescription

This service is currently in development and new methods of support will be accessible during early 2017.

- Smokers can also visit www.nhs.uk/smokefree to access remote support, including:
 - Smokefree App
 - Regular emails and texts offering support
 - Smokefree Quit Kit

6. Implementing the policy

- 6.1 Responsibility for implementing this policy rests with **Management committee**. Day-to-day responsibility for implementation lies with Little Frogs Pre School manager. Clear signs will be displayed to ensure that everyone entering sites and vehicles understand that smoking is not allowed anywhere on-site.
- 6.2 Job advertisements will include reference to the smokefree policy and indicate that adherence to it will form part of the contract of employment.

7. Disciplinary Action

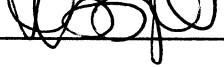
- 7.1 Any member of staff refusing to observe the policy by smoking in unauthorised areas will be liable to disciplinary action in accordance Little Frogs Pre School Disciplinary Policy. In the event of a breach of the policy by a visitor or staff member of other organizations, they should be asked to extinguish all smoking materials. If they continue to smoke, the matter should be referred to the appropriate manager. Those who do not comply with the smokefree law may also be liable to a fixed penalty fine and possible criminal prosecution.

8. Monitoring and review

- 8.1 The following will be monitored:
- that prospective employees are advised of the policy
 - that the Little Frogs Pre School policy forms part of the induction programme
 - that job advertisements, job descriptions and contracts of employment, refer to the non-smoking conditions
 - that information provided to staff explain the non-smoking arrangements

- that there is effectively located no smoking signs that indicate the site is smokefree.

This Policy and the provision's practices will be reviewed periodically and kept up to date in accordance with any changes in legislation.

Policy Approved By:  Date: 23/5/17

(On Behalf of the Management Committee of Little Frogs Pre-School)

ⁱ ASH (2015). *Use of electronic cigarettes among children in Great Britain*. London: ASH.

ⁱⁱ PHE (2016). *Local Tobacco Control Profiles for England*. London: PHE. Available from: www.tobaccoprofiles.info [Accessed 7 October 2016]

ⁱⁱⁱ ASH (2015). *Smoking Statistics*. London: ASH. Available from: www.ash.org.uk/files/documents/ASH_93.pdf [Accessed 21 March 2016].

^{iv} British Medical Association (2004). *Smoking and Reproductive Life: The Impact of Smoking on Sexual, Reproductive and Child Health*. Cardiff: BMA.

^v Salihu et al. (2003). Levels of excess infant deaths attributable to maternal smoking during pregnancy in the United States. *Maternal and Child Health Journal*, 7(4), 219-27.

^{vi} PHE (2015). *E-cigarettes: an evidence update*. London: PHE. Available from: www.gov.uk [Accessed 21 March 2016].