



Staff Smoking & Drinking Policy October 2025

This Policy defines the nursery's philosophies and employment requirements in relation to smoking and the consumption of alcohol by staff when on duty:

Cigarettes:

- The nursery buildings and all outside areas belonging to the nursery are NO SMOKING areas. Smoking is not permitted at all within the confines of the nursery environment, both inside and outside.
- Staff are NOT PERMITTED to smoke at all while on duty, even when temporarily leaving the premises. Cigarette smoke clings to clothing which can be offensive when in close contact with a child, parent/carer, or visitor and carries the potential danger of 'passive smoke inhalation'.
- Staff are NOT PERMITTED to smoke when in uniform. This includes the time when they may be travelling to or from work.
- E- cigarettes can be consumed when offsite while on a shift, but should not be visible in or about your person whilst in the nursery.
- Any staff reporting for duty whilst smelling of tobacco smoke will be the subject of appropriate disciplinary action.
- If staff are seen smoking whilst in uniform they will be the subject of appropriate disciplinary action.

Alcohol:

- The consumption of alcohol by staff members while on duty IS NOT PERMITTED under any circumstances.
- Any staff reporting for duty while intoxicated or smelling of alcohol will not be permitted to work and will be the subject of appropriate disciplinary action.
- Any staff member found drinking/or is intoxicated while on duty will be summarily dismissed.