

**No Smoking/Vaping Policy**

It is the policy of The Ark Nurseries that the premises and the outside play areas will be a NO Smoking and Vaping area. This policy has been developed to protect all employees, children, and visitors from exposure to Cigarette or Vaping smoke and assist in the compliance of the Health Act 2006. Smoking and Vaping 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 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.

We will offer support to any employee wishing to stop smoking, a free NHS smoking helpline is available.

This policy is reviewed annually