

Smokefree Policy

(Safeguarding & Welfare Requirements 3.1 - 3.3, Health 3.44, Smoking 3.56, Outings 3.65, Information for Parents 3.73)

Introduction

This Smokefree policy has been developed and adopted by Grafton Childcare with the aim of creating a Smokefree Early Years setting that promotes and supports Smokefree lifestyles.

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 Grafton Childcare's site
- support those employees and clients who are smokers and wish to stop smoking, and
- Proactively promote the Smokefree agenda.

This policy provides guidance for staff and users of Grafton Childcare 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.

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, 13.8% of the adult population smoke, compared with 18% nationally. (1)
- 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. (2)
- Smoking in pregnancy can cause increased risk of miscarriage, stillbirth, preterm birth and low birth weight. (3) It has been found to increase infant mortality by about 40%. (4)
- Although E-cigarettes are around 95% safer than smoking so can be a useful quitting aid for some individuals (5), vaping is discouraged within Grafton Childcare due to the role modelling from adults and mimicking behaviour of children.

National Strategy and Legislation

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.'

Links to other Early Years Policies

The OFSTED Statutory Framework for the Early Years Foundation Stage in section 3.56 states that **"Provider's must not allow smoking in or on the premises when children are present or about to be present."**

This is also covered in Grafton Childcare's Staff Handbook/Code of Practice, which is shared with Staff, Regular Visitors and Volunteers.

Grafton Childcare's 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. playgrounds, car parks, garden areas, walkway etc).
- There are **no** designated smoking or vaping areas provided within the grounds of Grafton Childcare.
- This policy applies to young people, parents and carers, employees, visitors, members of the public, contractors or others working or using the Grafton Childcare's premises or vehicles.
- The smoke free policy will apply to all activities held in at Grafton Childcare at any time regardless of whether children are present or not.
- Suitable posters, displays and statutory no smoking signage is displayed around the premises to create positive visual messages which support a smoke free working environment.

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.

Staff

Staff who choose to smoke are only permitted to smoke while off duty in official unpaid break times only. They are expected to remove all pieces of Grafton Childcare uniform while smoking, nearly covering up pieces of Grafton Childcare uniform with a coat is not acceptable, smoking must not be carried out on the premises. Staff are not permitted to smoke at any time in public when representing or attending meetings or training on behalf of Grafton Childcare, wherever these are held.

Vehicles

Smoking is not permitted in Grafton Childcare vehicles or in staff members' private vehicles while used on Grafton Childcare 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.

Contractors

Contractors working on behalf of Grafton Childcare must adhere to this policy. The following wording will be added to any written contractor agreements: "Grafton Childcare has a duty to protect the health of its employees and residents. As part of this, contractors undertaking work on behalf of Grafton Childcare will abide by the Grafton Childcare smoke free policy which requires staff to refrain from smoking while on duty. This includes smoking in vehicles or on breaks if in uniform."

Working in private homes

When the employment of staff working on behalf of Grafton Childcare 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).

Support for parents/carers who smoke

Grafton Childcare 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 are offered awareness-raising training (smoking cessation brief intervention / smoke-free homes training) and are able to proactively raise the issue and sign-post parents/carer's or colleagues to relevant information and to local NHS stop smoking services.

- Grafton Childcare routinely provides up to date guidance and information about the availability of the free of charge local stop smoking services via our weekly blog.
- Where parents/carer's or staff who smoke do not wish to quit, Grafton Childcare highlights the dangers of second hand smoke, for instance giving information about and offering advice on the Smokefree homes agenda.
- The Devon NHS Stop Smoking Service can be accessed by calling **01884 836024**. Help on offer includes:
 - Information about smoking cessation methods
 - Group and individual support sessions
 - Advice and support whilst on the smoking cessation programme and post-quitting support
 - Access to nicotine replacement therapy and stop smoking medication on prescription
 - Clients can also visit www.nhs.uk/smokefree to access remote support, including:
 - Smokefree App
 - Regular emails and texts offering support
 - Smokefree Quit Kit
 - Limited unpaid leave can be negotiated for staff to attend smoking cessation Services at the discretion of the manager.

Implementing the policy

Responsibility for implementing this policy rests with the Manager of Grafton Childcare. Day-to-day responsibility for implementation lies with members of the senior management team. Clear signs will be displayed to ensure that everyone entering sites and vehicles understand that smoking is not allowed anywhere on-site.

Job advertisements will include reference to the Smokefree policy and indicate that adherence to it will form part of the contract of employment.

Disciplinary Action

Any member of staff refusing to observe the policy by smoking in unauthorised areas will be liable to disciplinary action in accordance with Grafton Childcare Disciplinary Policy. In the event of a breach of the policy by a visitor or staff member of other organisations, they should be asked to extinguish all smoking materials. If they continue to smoke, the matter should be referred to the Manager. Those who do not comply with the Smokefree law may also be liable to a fixed penalty fine and possible criminal prosecution.

Monitoring and review

The following will be monitored:

- that prospective employees are advised of the policy
- that the Grafton Childcare Smokefree 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 will be reviewed biannually to ensure that it continues to meet its aims. Grafton Childcare's Smokefree Policy Co-ordinator is Denise Tupman and can be contacted via e-mail at denise@graftonchildcare.co.uk.

1. PHE (2016). Local Tobacco Control Profiles for England. London: PHE. Available from: www.tobaccoprofiles.info [Accessed 21 March 2016].
2. ASH (2015). Smoking Statistics. London: ASH. Available from: www.ash.org.uk/files/documents/ASH_93.pdf [Accessed 21 March 2016].
3. British Medical Association (2004). Smoking and Reproductive Life: The Impact of Smoking on Sexual, Reproductive and Child Health. Cardiff: BMA.
4. 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.
5. PHE (2015). E-cigarettes: an evidence update. London: PHE. Available from: www.gov.uk [Accessed 21 March 2016].