

Little Dukes: Smoking and Vaping Policy

Policy adopted September 2025

Little Dukes Nursery Schools, 58 Buckingham Gate London SW1E 6AJ

Little Dukes: Smoking and Vaping policy.

Monitoring and review.

This policy will be continuously monitored, refined and audited by the Little Dukes HR and compliance team as required.

Adopted September 2025

Reviewed by:

- Joanne Allen - Director of Education - Little Dukes
- Nazish Usman - Head of Safeguarding and Compliance - EYFS

Next review due: August 2026

Please note:

This policy applies to all nursery schools within Little Dukes, including:

- Hove Village Day Nurseries
- Hopes and Dreams Montessori Nurseries
- Miss Daisy's Nursery Schools
- Miss Daisy's Nursery School Hyde Park Ltd
- The Kindergartens Nursery Schools
- Reflections Nursery and Forest School
- Riverside Nursery Schools
- Bright Beginnings (Twickenham) Ltd
- Twickenham Park Day Nursery Ltd
- Broomfield House School Ltd
- Pippa Pop-ins Nursery Schools

Any reference to 'Little Dukes' applies to all the nurseries named above.

Aim

This policy has been written in line with the EYFS Statutory Framework - The safeguarding and welfare requirements: Smoking and vaping (section 3.23) and the health act 2006.

Children's health and wellbeing are of the utmost importance at Little Dukes nurseries and smoking is a proven health risk. This policy sets out how we protect children from the risk of smoking and vaping.

Overview

In line with legislation, our nurseries operate a strict no smoking or vaping policy within the buildings and grounds, and when on trips offsite with children. This policy is reflected in our employee handbook and our code of conduct, and all team members are asked to sign a memorandum of agreement to this effect when they join.

All staff, parents, volunteers, and visitors are made aware of our no smoking and vaping policy and are asked not to:

- Smoke or vape anywhere in the nursery or within sight of the nursery entrance.
- Smoke or vape when out of the nursery on an outing with children present.
- Smoke or vape in the presence of any of our children.

Staff should not smoke or vape less than 30 minutes before work, the NHS recommend a 30-minute break period between smoking and providing care to children.

If staff need to smoke during the course of the working day, then they must smoke at the beginning of their lunch break, return to the nursery, wash their hands and change any clothes that retain the smell of smoke/vape fumes.

Any instances where staff are found breaking these rules or where an accusation is made that these rules may have been broken, will result in immediate investigation and may lead to disciplinary action.

Legislative framework:

- EYFS 2024 (3.23)
- The Health Act 2006

