



Smoking Policy

Aim of the Policy

Passive smoking is an involuntary exposure that is directly harmful to children's health and increases the risk that the child will become a smoker. Children's well-being is of the utmost importance to Green Roots and as a result we have implemented a smoking policy which prohibits smoking on Green Roots premises, in Green Roots uniform and also when colleagues are on shift.

Breach of the Smoking Policy will be a serious disciplinary matter which, depending on the circumstances of the case, may be regarded as gross misconduct. Should a team member discover another team member breaching this policy they should remind the team member of the Smoking Policy and should report the breach of policy to a member of Management.

Scope

This policy applies to colleagues, parent/guardians, contractors, students, volunteers and visitors to Green Roots premises.

- Colleagues must never smoke whilst wearing their uniform as it is essential that colleagues are positive role models to the children and promote a healthy lifestyle and that they do not do anything that would associate negatively with the Green Roots brand.
- Colleagues must not smoke when on duty, this means that they cannot smoke when they are on lunch or a break during working hours.
- In essence they must not smoke from the start of their shift to the end of their shift and nor on the way to or from work (if they are in Green Roots uniform or with colleagues who are in uniform).
- Smoking is prohibited on Green Roots premises, surrounding grounds including the car park and Company vehicles.
- If a team member or volunteer accompanies children outside of the Centre perimeter on outings they are not permitted to smoke.
- If a team member smells of smoke during the day they may be sent home.

Electronic cigarettes

All parts of this policy are applicable to electronic cigarettes.

Visitors to Green Roots

Should a team member discover a visitor smoking within the premises, they should politely remind the visitor of the Smoking Policy and ask them to extinguish their cigarette.

Help to stop smoking

There are various sources of support available for team members who wish to stop smoking. Team members may contact the Smokeline on 0800 848484 and many GP surgeries will also provide assistance.