



Breakaway

No smoking policy

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A hands-on approach to help children in Slough be

..... Safe, Secure and Successful

Slough Children First along with Slough Borough Council operates a 'No Smoking' policy. However, due to the length of time a staff member can be in the building at Breakaway, 24 hours +, it is felt that to operate this policy would have a negative impact on staff who smoke.

Procedure

If a staff member who smokes is on a late shift followed by a sleep in and then an early shift, so is at work for over 24 hours they are able to have a smoking break once all of the children are in bed and providing there is an adequate number of staff on duty to ensure the children are safe.

The staff member must liaise with Shift Leader (staff) so they know they would be taking a smoking break.

The staff presents a professional, courteous and efficient image to those with whom they come into contact with at all times.

The staff must not smoke at any time whilst at work unless on a recognised, designated unpaid break. They should adhere to the dress code which states that all employees and workers must present a professional image during their working day/shift (e.g. not smell of smoke).

Before returning to support a CHILD, they would need to thoroughly wash their hands to eliminate any odour.

If a staff member is on a long day they would only be permitted to have a smoking break during their hour break in the middle of their two shifts.

There are no variations to this policy. Staff must not 'cover up' or collude with a colleague who breaches this policy and encourage the individual to seek help and ensure compliance with the smoke policy.

The cigarettes, e cigarettes, vapes, chargers and lighters must be kept locked in staff office in staff's bag. It must not be left on the desk/ visibility of children.

Please read SCF's No Smoking Policy for more details