



No Smoking Policy

Adopted from the LA Model (January 2018)

Signed (chair):	Name: David Lewis	Date: 18.3.19
Signed (Head):	Name: Tracy Serle	Date: 18.3.19
Reviewed by	L A Hawkins	Adopted in full with no revisions from the LA model policy dated May 2018
Ratified by: Governing Body on 18 th March 2019		Next Review: March 2021

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices	No smoking policy	Date	6.3.19
EIA CARRIED OUT BY:	T Serle	EIA APPROVED BY:	T Serle

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)		N/A
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).		N/A
Gender Reassignment (transsexual)		N/A
Marriage and civil partnership		N/A
Pregnancy and maternity		N/A
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		N/A
Religion or belief (practices of worship, religious or cultural observance, including non-belief)		N/A
Gender (male, female)		N/A
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		N/A

Any adverse impacts are explored in a Full Impact Assessment.

Introduction

The school has a duty under the Health and Safety at Work Act 1974 to ensure the health, safety and welfare of all adults and children on school premises.

The No Smoking Policy is designed to secure a non-smoking healthy and safe environment to protect the staff, pupils and students, visitors and contractors from the effects of tobacco smoke at the school and to ensure compliance with the Smoke-free (Exemptions and Vehicles) Regulations 2007.

The No Smoking Policy is designed to ensure a healthy and safe working environment in compliance with the Health Act 2006. This is in the context that medical evidence continues to reinforce the link between inhalation of smoke both directly or by passive smoking and serious illness or the exacerbation of pre-existing health problems.

Policy

The policy applies to any person on school premises.

Smoking is not permitted in any part of school under any circumstances, unless the school has a designated smoking area.

Anyone wishing to smoke is asked to respect the rights of others to enjoy a smoke-free environment.

The school No Smoking Policy also applies to all events where staff are representing the school.

Any vehicle used by the school including hired or leased vehicles are designated as non-smoking.

This ban also applies to employees who are travelling in relation to school business using their own private vehicles whilst travelling with non-smokers.

Whilst on duty and representing the school, staff are not allowed to smoke on school premises in the presence or sight of pupils.

The No Smoking Policy will be regarded as a term in all employees' contracts of employment.

The school also intends to encourage and help those that wish to give up smoking and provide support and advice to do this.

It is anticipated that all employees at School will comply with the No Smoking Policy. In circumstances where there is willful contravention of the No Smoking Policy, steps may be taken to invoke disciplinary procedures.

Responsibilities

The Governing Body

The Governing Body is responsible for establishing systems and procedures for the safe and efficient management of the school including those set out in this policy document.

Headteacher

The Headteacher is responsible for the effective implementation of the school's procedures. Where it is discovered that a member of staff willfully contravenes this No Smoking Policy whilst at work or it is brought to the Headteacher's attention that an employee may be smoking then they will discuss this with the employee concerned to discuss appropriate support and or action to be taken.

Integra Schools HR, or Health and Safety, may be contacted for further advice.

Employees

All employees must co-operate and assist with any investigation about contravention of this No Smoking policy whilst at work and attend any meetings as requested with the Headteacher.

Schools' Human Resource and Health and Safety teams

The Integra Schools HR and Health and Safety teams are available for advice, information and assistance in accessing professional advice and providing support to the Headteacher.

An Integra Schools HR Officer will provide advice if it is decided that action should be taken in accordance with the school's procedures for misconduct.

Electronic cigarettes

Electronic cigarettes or e-cigarettes are battery powered products that release a visible vapour that contains nicotine that is inhaled by the smoker.

Although they do not produce smoke, the use of e-cigarettes could annoy others. The No Smoking policy applies to the use of electronic cigarettes.

Support for employees

One of the purposes of the policy is to encourage staff to stop smoking. Advice and guidance is available to smokers, including those suffering from stress, from the School's Occupational health provider on how to give up smoking and what support and / or medication is available.

Other services that are available nationally include;

- NHS stop smoking services - <http://www.gosmokefree.co.uk/>
- Local GP practice, pharmacy or hospital