



Non-Smoking Policy for Staff

Purpose

This policy has been developed to protect all employees, pupils and visitors from exposure to secondhand smoke and to assist compliance with the Health Act 2006.

Exposure to secondhand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

The Policy

The Academy's policy is to promote a smoke-free environment for staff, pupils and visitors. All employees have a right to work in a smoke-free environment. Smoking is prohibited on the school site. This includes in school vehicles and all off-site property of the school. This policy applies to all employees, consultants, contractors and visitors. Members of staff have a particular responsibility in the promotion of non-smoking to pupils. Also, where members of staff accompany pupils on activities, off school premises, they must take all reasonable steps not to smoke in front of the pupils and must not smoke on the transport used for the activity.

Implementation

Overall responsibility for policy implementation and review rests with The Governing Body. However, all staff are obliged to adhere to and support the implementation of the policy. The Governing Body shall be responsible for informing all existing employees of the policy and their role in the implementation and monitoring of the policy. They will also arrange for all new personnel to be made aware of the policy on recruitment/induction.

Appropriate "no smoking" signs will be clearly displayed at the entrances to and within the premises and in all smoke-free vehicles.

Non Compliance

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoke-free law may also be liable to a fixed penalty fine and possible criminal prosecution. The school views the role of members of staff as critical in discouraging pupils from smoking.

Help to Stop Smoking

The NHS offers a range of free services to help smokers give up. Visit gosmokefree.co.uk or call the NHS Smoking Helpline on 0800 169 0 169 for details. Alternatively you can text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service.