



SMOKE FREE POLICY

Governors Approved:

D. Cole 5/7/23

Review date: April 2026

Causeway Green regards itself as a health promoting school. It recognises that its staff act as role models for pupils in all aspects of school life, including health promotion. This policy has been written in line with the School's Smoke Free Guidance (Fresh NE 2013) and adheres to the Health Act.

Rationale

From 1 July 2007 the Health Act 2006 requires that all enclosed work places and public places become smoke free.

This policy has been developed in consultation with the recognised Trade Unions to help to provide a health, safe and comfortable working environment, complying with relevant legislation.

The school is committed to protecting the health of its employees and visitors to its premises. Breathing other people's tobacco smoke, has been medically proven to cause lung cancer and heart disease in non-smokers, as well as many other illnesses and minor conditions. Everyone has a right to breathe clean air.

Legislation

Section 2 (2) (e) of the **Health and Safety at Work Act 1974** places a duty on employers to "Provide and maintain a safe working environment which is, so far as is reasonably practical, safe, without risk to health and adequate as regards to facilities and arrangements for welfare at work."

In addition to this general duty, the **Health Act 2006 and associated regulations** require, with some exceptions, that all enclosed workplaces and public places and vehicles used for work and public transport become smoke free, including e-cigarettes by the 1st July 2007. All employees of the school are bound by the terms of this legal requirement.

Objectives

The Governing Body has decided in line with Council Policy to extend smoke free areas beyond that required by the law. Other than where specifically exempted, Smoke free areas are to be the full extent of all sites indoors and outdoors where staff are employed, in Council vehicles and in private vehicles used for work where other people are riding in the vehicle (the smoking in private vehicles on school property is not permitted). This also include e-cigarettes and all forms of vaping.

- To protect non-smokers from the adverse health effects of environmental tobacco smoke and e-cigarette vapours in the workplace.
- To demonstrate the school's commitment to promoting the health of pupils and staff.
- To provide information and advice for those who wish to stop smoking.

Communication

Signs to inform employees and visitors of the extent of smoke free areas are displayed around school. The policy will be brought to the attention of all employees and visitors to the school during visitor sign in and within our visitors handbook and staff handbook. The policy is available on our website.

Who is covered by the Policy?

All staff, including temporary staff, members of the Governing Body, visitors, contractors and pupils must abide by the terms of this policy when on the school site.

Recruitment procedures

The policy will form part of the induction of new employees, and volunteers.

Help for those who smoke

The purpose of this policy is to protect employees and others from second hand smoke.

However, it is recognised that this will impact on smokers' working lives. In an effort to help individuals adjust to this change, the following assistance is available:

- Occupational Health will facilitate access to the Sandwell Smoking Cessation Service who will provide assistance and support to those individuals who wish to give up smoking.
- Smokers will be able to request up to five hours out of school to attend a course of support facilitated by the cessation service.
- NHS Stop Smoking Services (<http://www.nhs.uk/smokefree>)

Implementation, monitoring and review

Legal responsibilities bear upon individuals not to smoke or use e-cigarettes in controlled areas and upon those in control to prevent smoking taking place. Responsibility for implementing and monitoring this policy rests with the Governing Body and Head Teacher of the school. All members of staff have a duty in the day to day implementation of the policy and to report breaches or misuse of this policy.

Breaches of this policy will be subject to legal enforcement and/or the normal disciplinary procedures as appropriate.

Monitoring this policy will be carried out as necessary. A formal review of the policy will be conducted after eighteen months. Trade unions and health and safety representatives will be consulted during the review and in respect of the findings.

