



# **Stoke Park Schools**

## **Smoking Policy**

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### SMOKING POLICY

#### Principles:

The Health and Safety at Work etc Act 1974 places a statutory duty on all employers to provide safe working environments for employees that are free from risks to health. The Health Act 2006 protects employees from the harmful effects of second hand smoke by outlawing smoking in all “enclosed” and “substantially enclosed” public places and work places in England.

This policy is written with the employees’ health interests in mind. It also aims to meet legal requirements and to guarantee the right to breathe smoke free air. This policy also includes the use of e-cigarettes.

The Governing Body recognises the dangers of smoking and inhaling smoke as well as the difficulties faced by long-term smokers.

This policy is intended to:

- Protect everyone against the effects of second-hand smoke,
- Promote good health, and
- Support those who would like to stop smoking.

#### Policy:

In seeking to balance the interests of all concerned and to ensure the health and safety of its employees, Stoke Park operates the following policy:

1. No smoking is permitted in any building, or any part of the site used by Stoke Park staff, nor in any vehicle it owns or operates.
2. Smokers are requested not to smoke immediately outside any work base. This applies to staff, pupils, parents, carers, visitors and contractors.
3. Employees are permitted to smoke off-site during official breaks.
4. In the unlikely event of a member of staff not respecting the policy, their line manager will attempt to resolve the situation informally in the first instance.
5. To ensure the correct operation of this policy and to safeguard health and safety, repeated breaches of the policy will be regarded as a serious breach of discipline and will be dealt with under existing disciplinary procedure.

#### Support:

Stoke Park encourages all smokers to seek advice and support to stop smoking and offers practical help to those who wish to do so. Please speak to your manager if you would like further information.

Policy formally adopted \_\_\_\_\_ 2015

Signed \_\_\_\_\_ (Head Teacher / Manager / Chair of Governors)

Notes:-

- (a) insert details: eg name of establishment, "Governing Body" or "Council"
- (b) insert name of establishment