



Hanson Policy for School Staff

Hanson Smoking Policy

Approved by the governing body: March 2018

To be reviewed: March 2019

Signed on behalf of the governing body:

1. Introduction

All reference made to smoking within this policy includes the use of an e-cigarette. Some e-cigarettes in design appear very similar to cigarettes, especially from a distance. To ensure effective monitoring of this policy a blanket ban is in issue.

In accordance with the Health Act 2006 and the Smoke -free (premises and Enforcement) Regulations 2006, this school is smoke free. (It is a criminal offence to smoke in a smoke - free place).

Smoking is known to be the principal avoidable cause of premature deaths in the UK, according to government statistics (2007) causing 106,000 deaths in the UK every year.

More recently there have been specific concerns over the effects of "passive smoking" and a growing tendency among children and young people to smoke.

2.0. Aims

2.1. This school regards itself as a health-promoting organisation. It recognises that its staff act as role models for pupils in all aspects of school life, including health promotion. In light of the evidence that second hand smoke causes damage to health, this Smoking Policy has been implemented to comply with legal requirements of the Health Act 2006 to:

- protect the staff, children and young people, visitors and contractors from the effects of tobacco smoke;
- acknowledge the educational role of the organisation in discouraging children and young people from starting to smoke;
- to be a health promoting organisation
- raise awareness of the dangers of smoking through the Personal Social and Health Education Programme

3. Purpose

The purpose of this smoking policy is to provide a healthy and safe working environment for all employees, pupils, parents, contractors and other visitors.

4. Policy statement

4.1. All employers have a duty to ensure as far as reasonably practicable, the health and safety of their employees. This duty is reflected in legislation, which places on the employer the requirement to assess risks to employees' health in the workplace and take appropriate remedial action.

4.2. Smoking is known to be a serious risk to health. It is a significant cause of disease and premature death. In addition there is now evidence that "passive smoking", the inhaling of other people's smoke, can cause lung cancer in non-smokers, as well as causing a deterioration of respiratory conditions.

5. Whole School Ban

5.1. This smoking policy does not allow any smoking within the boundaries of the school site at any time, by anyone – employees, parents or visitors, under any circumstances.

5.2. Smoking constitutes a fire risk and is a proven hazard to the health of employees, both smokers and non-smokers, through passive smoking.

5.3. It is responsibility of the headteacher or his representative(s) to enforce the policy at all times, to advise employees and ensure that visitors to the site comply with these arrangements.

5.4. Any contractor employed on site are made aware of the ban before work is undertaken.

5.5. Smoking is not be permitted by any group hiring the school premises for functions or regular lettings and is written into the hire agreement.

6. Support for Employees

6.1. The Governing Body recognises that staff who smoke may need support either to give up smoking or help control their smoking.

6.2. The School makes available to employees the NHS smoking helpline number to get free advice and for information on the nearest Stop Smoking Service.

6.3. Staff finding it particularly difficult to adhere to this Smoking Policy are advised to seek assistance from an Occupational Health Advisor.

7. Employee Co-operation

7.1. Staff are not allowed to smoke in the presence/sight of pupils, parents or visitors. This includes trips outside of school hours.

7.2. Staff are not allowed to smoke on school premises. If staff choose to leave school site during unpaid breaks, they are to sign out at reception and leave through the GOALS entrance to ensure pupils, parents and visitors do not observe staff smoking. Staff are to ensure they sign in on their return.

7.3. All new and prospective employees to be advised of the restriction and rules regarding smoking at work through the interview and induction process

7.4. It is anticipated that all employees will comply with the smoking policy. In circumstances where there is willful contravention of the smoking policy, steps may be taken to invoke disciplinary procedures.

8. Outside agencies using the School Premises

8.1. The school smoking policy applies to all social events

8.2. When events are booked, individuals are to be made aware of the smoking policy

9. Pupils

9.1. Smoking among pupils during school hours is not permitted

9.2. Smoking among pupils on school visits or trips is not permitted

9.3. Help will always be provided to those pupils who want advice through the pastoral system

9.4. Pupils caught smoking will be put on a register of smokers and a disciplinary programme will be followed:

- School disciplinary action taken
- Intervention by Progress and Behaviour Leader
- Awareness session on the dangers of smoking
- Contact home made with parents/carers
- Repetition or refusal to comply may result in fixed term exclusion

10. Parents

10.1. Parents are informed of this Smoking Policy and any changes thereto through the school website. Other forms of communications such as newsletters may be used if deemed appropriate.

11. Review

11.1. The School Smoking Policy will be monitored annually by the School's Senior Leadership Team. New policies will be published on the school website.