



THE DISTRICT

CE PRIMARY SCHOOL

Smoking Policy

Chair of Governors	Mr F Maguire
Headteacher	Mrs L Shelford
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The caring path to achievement, reflecting the values of Christ.

1. Introduction

The School has a duty under the Health and Safety at Work Act 1974 to protect the health of employees and persons other than their employees, i.e. visitors and members of the public. Providing a healthy and safe working environment and safe systems of work.

This is supplemented by the requirements of the Health Act 2006 and the Smoke-free (Premises and Enforcement) Regulations 2006, which requires that all public places and workplaces in England are smokefree.

The Smoking Policy has been revised to help provide a healthy, safe and comfortable environment, and comply with the legal requirements.

Policy

Smoking is prohibited in all areas of School premises, both buildings and grounds, including areas of access and egress. Smoking is also prohibited in any School vehicles. The prohibition of smoking on School premises, extends to private vehicles parked on those premises, which cannot be used as 'smoking shelters'.

Where a private vehicle is being used to convey passengers on school business, the users should not smoke in the vehicle. These restrictions apply to all school employees, agency workers, visitors and contractors.

A number of devices have been developed which mimic tobacco smoking. These e-cigarettes, look like cigarettes, produce a vapour and are used in the same way as cigarettes. This policy applies to all products that supply nicotine (e-cigarettes as well as tobacco cigarettes) for logistical, protective and promotional reasons as follows:

- It would be difficult to implement this policy if e-cigarettes were allowed as it is not easy distinguish those who were using e-cigarettes from tobacco cigarettes.
- As the safety of e-cigarettes is unknown a precautionary approach to protecting the health of employees should be taken.
- This policy helps to denormalise smoking, to protect and promote health of employees and the public. Allowing e-cigarettes to be used on school premises would undermine this.
- This policy supports St Helens Council's role as an exemplar in health and safety.

2. Exemptions

Where employees are required to enter designated smoking rooms, their time of exposure to second-hand smoke must be kept to a minimum. Employees who visit people in their own homes are at risk if the person is a smoker. As private houses are not covered by this policy the Council/School will take reasonably practical steps to minimise the risks to employees whilst at work.

3. Employee Protocol

Smoking breaks are not provided within the terms of the school's policy or conditions of service. Employees who choose to smoke within their existing breaks (where these are available), must be aware of any restrictions placed on them regarding leaving school

premises during these breaks. Employees travelling between appointments are required to comply with the obligations of the Health Act, the School Policy, and any other restrictions that are in force. Even when in a position to legitimately smoke, e.g. not in a location that is covered by the legislation, school policy or some other policy or procedure, employees are discouraged from smoking due to the health implications.

4. Non-compliance with the Policy

Employees who refuse to refrain from smoking in premises as indicated in this policy will be in breach of school rules and initially should be counselled and encouraged to comply with the policy. Further breaches of the policy will become a disciplinary matter and will be dealt with in accordance with the school's disciplinary procedures.

5. Recruitment

Recruitment packs will include reference to the School's Smoking Policy. All new employees will be informed of the Policy during induction.

6. External Contractors/Visitors

Contractors working on school premises will be required to observe the requirements of this Policy as a condition of the award of contract. Visitors to school premises will also be required to abide by this Policy.

7. Smoking Cessation

The most significant health benefits of the smokefree legislation will only be realised if smokers use the opportunity to stop smoking. Help for smokers who wish to give up smoking will be made available in the form of smoking cessation counselling. Appropriate information and advice is available from the Human Resources Units and the Occupational Health Unit. It is recognised that for people who smoke these restrictions may be stressful and in particular, for those giving up smoking altogether, may be traumatic. Non-smokers should be aware of these problems that their colleagues may face.

8. Signage

Appropriate "No Smoking" signs must be clearly displayed at the entrances to, and within all, school premises and vehicles.