



**NO Smoking Policy
2017**

Introduction

This policy has been developed to protect all employees, young people, volunteers and visitors from exposure to second-hand smoke and to assist compliance with the smoke-free legislation made under the Health Act 2006 (as applicable to England), Smoking, Health and Social Care (Scotland) Act 2005, Smoking (Northern Ireland) Order 2006 and the Smoke-free Premises etc. (Wales) Regulations 2007.

Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Policy Smoking for these purposes includes the use of cigarettes, cigars, pipes, electronic cigarettes (or ecigarettes) and any other type of smoking.

Policy

This policy applies to all employees, learners, governors, consultants, contractors, clients, anyone attending an outside letting, customers or members of the public and other visitors.

It is the policy of GFM Education that all of our workplaces are smoke-free and that all employees have a right to work in a smoke-free environment. Smoking is therefore prohibited in all school buildings and grounds (including the school playing fields and onsite car parks). This also includes School vehicles used by more than one person, even if they are used at different times.

When working on behalf of the School, all staff are prohibited from smoking within any client or customer premises or within any place where “No smoking” signs are displayed. Staff and adults involved in educational and other/out of hours school trips are not allowed to smoke in the presence/sight of learners/parents.

If you wish to smoke, you must do this in your own time and away from the School site, either outside your normal hours of work or during designated breaks, such as your lunch break. You are not permitted to take additional smoking breaks during the day.

Implementation

All staff are obliged to adhere to and support the implementation of this policy. The policy will be drawn to the attention of all new staff members on recruitment/induction and through displaying “No smoking” signs clearly. As part of the strategy we will;

- Ensure the policy is regularly made known to all concerned
- Offer practical support to anyone in the school community who is seeking to stop smoking, including the free NHS support services - see www.nhs.uk/smokefree , Hampshire NHS Quit4Life (845 602 4662 or Text QUIT to 60123) and an onsite ‘Quit4Life’ programme.
- Keep a regular check on the school premises to ensure that they are clear of any smoking related litter
- Support the reasoning behind the no-smoking policy through our drug education programme
- Confiscate any tobacco products or paraphernalia brought on to the school premises by under 16’s

Non-compliance

Failure to comply with the above rules is a disciplinary offence and will be dealt with in accordance with the School’s disciplinary procedure. Where the smoking creates a clear health and safety hazard, then such behaviour constitutes gross misconduct and could render the employee liable to summary dismissal. If a consultant, contractor, client, governor, customer, member of the public or visitor does not comply with this policy, they will be warned that they are committing an offence, requested to immediately refrain from smoking and, if they refuse, they will be asked to leave the premises.