



## **NO SMOKING POLICY**

The School is committed to protecting the health, safety and welfare and of all those who work for us by providing a safe place of work and protecting all workers, service users and visitors from exposure to smoke.

All of our workplaces (including vehicles owned or used by the School) are smoke-free and all staff, students and visitors have a right to a smoke-free environment.

This no-smoking policy complies with the Health Act 2006 and associated regulations.

This policy does not form part of any employee's terms and conditions of employment and is not intended to have any contractual effect.

This policy covers all individuals working at all levels and grades, including Head Teachers, Heads of Department, members of the Senior Leadership Group, officers, directors, employees, contractors, trainees, home-workers, part-time and fixed-term employees, casual and agency staff (collectively referred to as "Staff" in this policy).

Third parties who have access to our premises (such as consultants, contractors, and visitors) are also required to comply with this policy.

The School is committed to a programme of action to make this policy effective and to bring it to the attention of all Staff and all Staff are required to comply with and support this policy.

All members of the Senior Leadership Group have a specific responsibility to operate within the boundaries of this policy, ensure that all Staff understand the standards of behaviour expected of them and to take action when behaviour falls below its requirements

Smoking is strictly prohibited anywhere on or in School premises, including school vehicles, accompanying children, including school trips, and during Staff's normal hours of work for the School. In addition, all stakeholders are strongly discouraged from smoking near to entrance gates and school boundaries.

The ban applies to anything that can be smoked and includes, but is not limited to, cigarettes, pipes (including water pipes such as shisha and hookah pipes), cigars, electronic cigarettes and herbal cigarettes.

No-smoking signs are displayed at the entrances to the School and on notice boards.



The School reserves the right to amend this policy at any time.

**Breaches of the policy**

Breaches of this policy will be dealt with under the School’s Disciplinary Policy and Procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal.

Smoking in smoke-free premises or vehicles is also a criminal offence and may result in a fixed penalty fine and/or prosecution.

Reviewed 10.2.19

Signed (Chair of Governors) .....

Date of next review -Feb 2019