
Smoke-Free Policy

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1. Introduction

- 1.1 This policy reflects actions necessary due to the increasing evidence of serious health risks associated with breathing other people's tobacco smoke and the Government's White Paper 'Choosing Health'. It is the Diocese of Hereford Multi-Academy Trust's ('the Trust') intention to protect employees and others from the known hazards; this policy will operate on all our academy premises, buildings and vehicles.
- 1.2 The objective of this policy is to create a smoke free environment for all who work in, or use, any of our academy facilities, while trying to be sensitive to the needs of existing employees who find it difficult not to smoke at work.
- 1.3 Staff and visitors are not permitted to smoke within our academy buildings or on academy grounds. This includes the use of e- cigarettes. The definition of e- cigarettes: '**a device used to simulate the experience of smoking, having a cartridge with a heater that vaporizes liquid nicotine instead of burning tobacco.**' Staff are not permitted to smoke in or on any part of the academy site.

2. General Policy Principle

- 2.1 This policy seeks to guarantee non-smokers the right to work in air free from tobacco smoke and ensure compliance with the Health and Safety at Work Act, which places a duty of care on employers to protect the health of employees and non-employees.
 - a. This policy applies, equally to Members, Directors, contractors, employees, students and visitors to the academy premises.
 - b. The Trust also has a duty to protect employees who visit people in their own homes.
 - c. It is recognised that nicotine is a chemical addiction and how hard it is to quit. As a good employer, we will try to help employees to quit.
 - d. All academy premises including offices, function rooms, all areas of the buildings and grounds, are to be designated smoke free environments. Important note: smoking will not be allowed at entrances and exits to the academy buildings or grounds. This includes the use of e- cigarettes.

3. Private Properties

3.1 The Trust has a duty to protect employees whilst they are visiting people in their own homes (e.g. parent / carers of students). However, we recognise that due to the special and sometimes urgent nature of the work, that staff may at times be unavoidably exposed to the secondhand smoke of persons being visited. Action should always be taken to minimise the risks of this, prior to visits being made. Persons in this situation who are pregnant or have a medical condition affected by smoking should inform their line manager. The employee should ask the homeowner not to smoke whilst they are in the premises. Employees will be supported with a refusal to visit homes where the homeowner is unwilling to follow the employee's request.

4. Vehicles

4.1 Academy owned vehicles are always designated as smoke free environments, this includes the use of e- cigarettes.

4.2 Smoking is not permitted in vehicles being used on Trust business where car mileage allowance is being claimed, at times when students are being carried, this applies to the use of e-cigarettes.

5. Smoking Breaks

5.1 There is no facility in the academy day for staff to request a smoking break. Breaks taken do not form part of the working day and need to be authorised by a manager; time spent away from the workplace will need to be accounted for. Evidence shows that additional smoking breaks can account for up to half a day's work per week and therefore cannot be tolerated

6. School Trips and Residentials

6.1 All staff and volunteers who accompany pupils on off-site activities must not smoke in front of pupils or on the transport used for the activity.

7. Help for those who smoke and want to stop

7.1 This policy aims to improve the health of both smokers and non-smokers. The Trust will therefore support staff who wish to quit. The Trust's Employee Assistance Program with Care First, can offer help, advice and access to a confidential counsellor.

8. Policy Enforcement

- 8.1 This policy applies whether or not “no smoking signs” are displayed.
- 8.2 All employees are responsible for ensuring that the policy is complied with and for bringing it to the attention of new staff and visitors.
- 8.3 When a manager becomes aware that a member of staff is ignoring this policy, the manager should meet with the staff member and discuss the policy and offer support in complying with the policy through counselling, smoking cessation support or Occupational Health. Under no circumstances should a confrontational attitude be adopted or allowed to develop. If all informal channels have been exhausted, employees failing to comply with this policy will be subject to normal disciplinary procedures. Staff who assist with the enforcement of this policy will receive the full support of the Trust, the Headteacher and the Local Academy Board/Strategic Task Group.

9. Review

- 9.1 This policy will be reviewed every 3 years by the Trust.