



# **Smoking Policy**

**November 2019**

**Stonehill Avenue**

**Birstall**

**Leicester**

**LE4 4JG**

We aim to create a smoking free school

The objectives of the policy are: To provide a no smoking school environment for everyone. To provide young people with a consistent message regarding tobacco, vaping and drug use and appropriate role models.

Rationale Smoking is the single most preventable cause of premature death and ill health in the UK. Second hand Smoke – ‘breathing other people’s tobacco smoke’ causes at least 1,000 people to die a year. It has been shown to cause lung cancer, heart disease and cause the onset of asthma, chest and ear infections and cot death in children. It also leads to over 50 children being admitted to hospital per day. 80% of smokers take up the habit as teenagers with 450 children start smoking every day (Action on Smoking and Health, ASH). ALP Schools under the Health and Safety at Work Act (1974) has a duty of care to provide a healthy work environment. The Health Act 2006 requires all indoor workplaces to be smoke free. ALP Schools has a major role to play in health education and prevention. Young people need to receive consistent messages and require non-smoking role models within the school. It has been shown that the biggest factor affecting youth smoking is prevalence of adult smoking and young people’s exposure to seeing smoking (ASH, 2004).

This is a no smoking school and is made clear within all its appointments, procedures and Employee handbook.

## **1. Policy for Staff**

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 includes the use of e-cigarettes (vaping).

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.

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 Management Team 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 of any kind is strictly prohibited anywhere on or in School premises and during Staff's normal school hours of work, other than break or lunch time. The ban applies to anything that can be smoked and includes, but is not limited to, cigarettes, e-cigarettes, pipes, cigars, vapes and herbal cigarettes.

There should be no smoking in any School vehicles. From 01/10/2015 it is illegal to smoke in any vehicle where there is any person under the age of 18.

The school recognises that some staff members choose to smoke and maybe addicted to the nicotine. This may mean that they need to smoke during the school day and may struggle to function without doing so. If this is the case staff members may smoke off the school premises but must make consideration to the following:

- No more than two staff members can be off school site to smoke at any one time.
- Staff members can only smoke before school, after school, at break or lunch time, providing that they have no responsibility for supervising learners at these times.
- Cigarette breaks should be prompt
- Smoking must take place off site, and in a discreet location that should not associate the staff member to the school or be seen by learners.
- Staff must inform a suitable middle leader when going for a cigarette break
- In order to be fair to non-smoking staff, those taking a smoking break will make up the time taken before or after school
- There will be NO designated smoking areas provided within the school premises. This policy is in line with the National Healthy Schools Status criteria. Restrictions on smoking within the workplace Smoking will NOT be permitted in any part of the school premises, within the entrance area to the school or on land adjacent to the school building (car parks, garden areas, walkway, etc.) where this forms part of the school premises
- By smoking or cigarette break we refer to any form of smoking or vaping as mentioned above

ALP schools recognises the difficulty that employees who wish to give up smoking may face. The school's access to BUPA Employee Assistance Programme can support this; The Employee Assistance Programme (EAP) which can offer guidance, support and counselling to help smokers to give up. Assistance is also available

from the NHS Smoking Helpline and other NHS services such as your local GP doctors.

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.

## **2. Policy for Learners**

Student Smoking - As a general rule learners will not be permitted to smoke during the school day, either on the premises or outside neighbouring areas.

ALP Schools recognise that some of our learners will display behaviours that challenge if they are prevented from smoking. In these cases the school will discuss this policy with parents/carers and reach an outcome that is suitable for both parties. If parents and the school agree that allowing the learner cigarette breaks is the best strategy to avoid behaviours that challenge, the following rules must be abided to:

- Learners will not be permitted to smoke during lesson times
- There will be NO designated smoking areas provided within the school premises. This policy is in line with the National Healthy Schools Status criteria. Restrictions on smoking within the workplace Smoking will NOT be permitted in any part of the school premises, within the entrance area to the school or on land adjacent to the school building (car parks, garden areas, walkway, etc.) where this forms part of the school premises
- Smoking must take place off site, and in a discreet location that should not associate the learner to the school or be seen by other learners.
- The learner must be accompanied by a willing staff member. If there is no willing staff member available they are not permitted to smoke.
- Agreements made with parents should be documented in individual risk assessments or Positive Handling Plan.

All of the rules around smoking apply to all forms of smoking, including vaping.

Non-compliance by learners will be dealt with in agreement with the schools Disciplinary Procedure. Learners will have the materials confiscated, parents/Carers will be informed and sanctions put in place.

Support will be sought to smokers to assist them to stop smoking if they request this and show willingness to engage.

No Smoking Signs will be displayed at all main entrances to the school buildings (as required by the Health Act 2006). Suitable posters will also be displayed in school areas to create a positive visual message which supports a non-smoking working environment.