



The Colleton Primary School

Colleton Drive
Twyford
Berkshire
RG10 0AX

T (0118) 934 0530

F (0118) 934 4641

E admin@colleton.wokingham.sch.uk

www.colleton.wokingham.sch.uk

**The Colleton Primary
No Smoking Policy**

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The school has adopted Wokingham Borough Council's model no smoking Policy. This policy is to be read in line with WBC's model policy. Where there are any changes to WBC's model policy, WBC's changes take precedence over this policy.

1. Policy

- 1.1 All employers have a duty under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health and safety of their employees. This duty is also reflected in the Health Act 2006, the Smoke-free (Premises and Enforcement) Regulations 2006 and the Smoke-free (Exemptions and Vehicles) Regulations 2007 which places on the employer the requirement to ensure that public and workplaces do not impact on an employees health and safety and are smoke-free.
- 1.2 Smoking is known to be a serious risk to health. It is a significant cause of disease and premature death. In addition there is now considerable evidence that "passive smoking", the inhaling of other people's cigarette smoke, can cause lung cancer in non-smokers, as well as causing deterioration in the health of individuals with respiratory conditions. Non-smokers have a right to work in a safe and healthy environment. This includes being protected from passive smoking.
- 1.3 Smoking is prohibited within the boundaries of the school site at any time by any one - employees, parents or visitors, under any circumstances.
- 1.4 This policy relates to all types of smoking e.g. cigarettes, e-cigarettes, cigars and pipes.
The school's rationale for a ban on e-cigarettes is that:
 - Although they do not produce smoke, e-cigarettes produce a vapour that could provide an annoyance or health risk to other employees
 - Some e-cigarette models can, particularly from a distance, look like real cigarettes, making a smoking ban difficult to police, creating an impression for some that it is acceptable to smoke.

2. Purpose

- 2.1 The purpose of this policy is to provide a healthy and safe working environment for all employees, pupils, parents, contractors and other visitors.
- 2.2 The intention is not to confront smokers but to encourage and help those who wish to give it up. The issue is not whether someone smokes but where and when he or she smokes.
- 2.2 Responsibility for implementing and monitoring this policy rests with Headteacher or their representative.

3. Scope

- 3.1. This policy applies to all employees including temporary, agency, volunteers, pupils, parents, contractors and other people/members of the public working in or visiting school premises.

4. Principles

- 4.1 The procedure is designed to maintain a healthy environment for Members, employees/contractors and visitors. Employees found smoking within School buildings or the smoke-free zone around the perimeter of the buildings may face disciplinary action.

- 4.2 It is the Headteacher and his/her representatives responsibility to ensure compliance with this policy and ensure that visitors to the site comply with these arrangements.

- 4.3. Any contractor employed on site should be made aware of the ban before work is undertaken. It should be written into service specifications for contractors.

- 4.4. Smoking is not to be permitted by any group hiring the school premises for functions or regular lettings and this is written into the hire agreement.

- 4.5. The school's recruitment literature will state that the school operates a No Smoking Policy in and around its site.

- 4.6. The school has posted notices reminding people that this is a smoke free site.

- 4.7. Vehicles: the law requires vehicles to be smoke free at all times if they are used:

- To transport members of the public
- In the course of paid or voluntary work where they are used by more than one person – regardless of whether they are in the vehicle at the same time.

It is a criminal offence to smoke in the presence of any passenger under the age of 18. For the purposes of the legislation, driving includes sitting in a stationary car with the engine running.

- 4.8. The Governing Body wishes to support staff who smokes to either give up smoking or help them to control their smoking. The following support is available:

Staff wishing to stop smoking may contact:

Smoke Free Life Berkshire
Phone: 0800 622 6360
Email: <http://www.smokefreelifeberkshire.com/>

Or

Employees may seek support from the NHS smoking helpline number and get free advice and information on their nearest Stop Smoking Service by visiting: <http://www.nhs.uk/smokefree>.

5 Employee co-operation

5.1 It is anticipated all employees co-operate with the policy. In circumstances where there is willful contravention of the policy, steps may be taken to invoke disciplinary procedures.

5.2 Employees are also reminded that it is a criminal offence for employees to smoke in smoke-free areas, with a fixed penalty of £50 or prosecution and a fine of up to £200.

Reviewed by: Staff and Finance Committee
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