

Hanson School

Smoking Policy

November 2015

Prepared by (members of staff): <ul style="list-style-type: none">• I Moorby (Business Manager)	Date: November 2015
Approved by Governing Body Sub-Committee: <ul style="list-style-type: none">• R Unsworth	Date: November 2015
Ratified by Full Governing Body: <ul style="list-style-type: none">• Interim Executive Board	Date:
Signed off by Chair of Governing Body:	Date:

1.

Introduction

There can be little doubt that attitudes towards smoking in public areas and at workplaces have changed dramatically over the past decade or so, following an increased concern about matters of health and safety generally and associated educational issues. More recently there have been specific concerns over the effects of "passive smoking" and a growing tendency among children and young people to smoke.

Smoking is known to be the principal avoidable cause of premature deaths in the UK. That is why the Government White Paper "Choosing Health: Making healthier choices easier", promises new action to tackle tobacco and reduce the 106,000 deaths in the UK caused by smoking every year (86,500 in England).

Hanson School operates a No Smoking Policy in its workplaces

2. **Aims**

2.1 This school regards itself as a health-promoting organisation. It recognises that its staff act as role models for pupils in all aspects of school life, including health promotion. In light of the evidence that second hand smoke causes damage to health this Smoking Policy has been implemented to;

- protect the staff, children and young people, visitors and contractors from the effects of tobacco smoke;
- acknowledge the educational role of the organisation in discouraging children and young people from starting to smoke;
- to be a health promoting organisation
- raise awareness of the dangers of smoking through the Personal Social and Health Education Programme; and
- help smokers to quit.

3. Purpose

- 3.1** The purpose of this Smoking Policy is to provide a healthy and safe working environment for all employees, pupils, parents, contractors and other visitors.
- 3.2** The intention is not to confront smokers but to encourage and help those that wish to give up. The issue is not whether someone smokes but where and when he or she smokes.

4. Policy Statement

- 4.1** All employers have a duty to ensure as far as reasonably practicable, the health and safety of their employees. This duty is reflected in legislation, which places on the employer the requirement to assess risks to employees' health in the workplace and take appropriate remedial action.
- 4.2** 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 evidence that "passive smoking", the inhaling of other people's smoke, can cause lung cancer in non-smokers, as well as causing a deterioration of respiratory conditions.

5. Whole School Ban

- 5.1** This Smoking Policy will not allow any smoking within the boundaries of the school site at any time, by anyone – employees, students, parents or visitors, under any circumstances.
- 5.2** The basis of the ban would be that smoking constitutes a fire risk and is a proven hazard to the health of employees, both smokers and non-smokers, through passive smoking, and as such does not create a healthy environment for the students or staff of the school to work in.
- 5.3** It is the responsibility of the head teacher or his/her representative(s) to enforce the policy at all times and to advise employees and ensure that students and visitors to the site comply with these arrangements.
- 5.4** Any contractor employed on site would be made aware of the ban before work is undertaken. It would be written into service specifications for contractors.

5.5 Smoking would not be permitted by any group hiring the school premises for functions or regular lettings and this would be written into the hire agreement.

6. Support for employees

6.1 The Governing Body recognises that staff who smoke may need support either to give up smoking or help control their smoking.

6.2 The School will make available to employees the NHS smoking helpline number to get free advice and for information on your nearest Stop Smoking Service on 0800 013 0845.

6.3 For staff finding it particularly difficult to adhere to this Smoking Policy, it may be appropriate to seek assistance from an Occupational Health Advisor.

7. Employee co-operation

7.1 Staff are not allowed to smoke in the presence/sight of pupils or parents. This would include trips outside of school hours.

7.2 Staff are not allowed to smoke on school premises.

7.3 Staff to be given 3 months notice of any changes to this Smoking Policy.

7.4 All new and prospective employees to be advised of the restrictions and rules regarding smoking at work through advertising material, the interview process and induction.

7.5 Information will be included in the school prospectus and website.

7.6 This Smoking Policy to be incorporated into the standard terms and conditions of employment for all employees.

7.7 It is anticipated that all employees will comply with the Smoking Policy. In circumstances where there is willful contravention of the Smoking Policy, steps may be taken to invoke disciplinary procedures.

8. Outside agencies using the school premises

8.1 The school Smoking Policy applies to all social events

8.2 When events are booked, individuals to be made aware of the Smoking Policy.

9. Pupils

9.1 Smoking among pupils during school hours is not permitted.

9.2 Smoking among pupils on school visits or trips is not permitted.

9.3 Help will always be provided to those pupils who want advice.

9.4 Pupils caught smoking will be put on a register of smokers and a disciplinary programme will be followed.

- Referral form completed
- Intervention by Year Head
- Loss of privileges/supervision over free time/after school detention
- Letter home to parents
- Repetition or refusal to comply may result in fixed term exclusion.

10. Parents

10.1 Parents to be informed of this Smoking Policy and any changes via newsletters and other forms of communication.

11. Review

11.1 The School Smoking Policy will be monitored annually by the School's Senior Management Team in consultation with staff and a report made to the Governing Body.