
The objectives of the policy are to:

- ✦ *maintain a smoke free school;*
- ✦ *provide a smoke free school environment for everyone;*
- ✦ *include e-cigarettes and related products as smoking;*
- ✦ *provide young people with a consistent message regarding tobacco and drug use and appropriate role models.*

The policy is concerned with where people smoke at work, not about whether they smoke.

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 admitting to starting smoking every day. (ASH)
- ✦ Smoking initiation is associated with a wide range of risk factors including: parental and sibling smoking; smoking by friends and peer group members; socio-economic status; and, ease of obtaining cigarettes. The younger the uptake of smoking, the greater the harm is likely to be.
- ✦ Employers must consider the effects on other members of staff as the long term effects of e-cigarettes are unknown, plus having e-cigarette vapours in the workplace may create an unpleasant environment. HSE's advice is that an employer needs to consider e-cigarettes in the wider context of risk in the workplace.
- ✦ The school, under the Health and Safety at Work Act (1974), has a duty of care to provide a healthy work environment.
- ✦ Everyone has the right to a smoke-free environment.
- ✦ Schools have a major role to play in health education and prevention.
- ✦ Some E-cigarettes look very similar to real cigarettes so employees, students, guests and visitors may think that real cigarettes are being smoked in the workplace.
- ✦ 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)

Restrictions on smoking within the workplace

Smoking will not be permitted in any part of the schools premises, including kitchens. Smoking will not be permitted within 15 metres from the outside perimeter of the school (in line with pan-London recommendation) or on land adjacent to the school building (car park, garden areas, walkway etc.) where this forms part of the school premises.

The enforcement of this total smoking ban will be the responsibility of all designated responsible persons within the school. The school's disciplinary procedure will apply for dealing with employees who breach the smoking ban at work. Employees who raise genuine concerns about breaches of this policy will be protected by victimisation.

This policy applies to employees, parents / carers, visitors, members of the public, contractors and others working or using the schools premises or vehicles. This policy will be clearly advertised and visitors to the school will be informed of it.

Staff are authorised to ask non-employees who breach the policy to leave the premises.

This policy will apply to all activities held in the school including before and after school sessions and any meetings organised which are attended by school employees as part of their work and / or visitors to such meeting / events.

Employees should avoid being seen smoking in public in sight of students, parents / carers and visitors in order to reinforce a comprehensive approach.

Non-compliance by students will be dealt with in line with the school's Disciplinary Procedure.

Designated smoking areas

There will be no designated smoking areas provided within the school premises. This policy is in line with the National Clean Air Award Scheme.

Any previous smoking areas will revert back to smoke free areas, under the Workplace (Health, Safety and Welfare) Regulations 1992.

There is a designated smoking area for employees, visitors, contractors and guests off the school premises, beside the lower entrance / exit gate on Elsa Road.

Facilities for Smokers

No facilities for smoking in the workplace will be provided, although support will be given to smokers to assist them to stop smoking.

Vehicles

The smoking ban will apply to all school owned / hired / leased vehicles. No-one will be allowed to smoke inside any school owned / hired / leased vehicles.

Employees are asked to refrain from smoking in their own vehicles when used on school business and when carrying passengers.

Help with smoking cessation

The school will support employees in school wishing to give up smoking by advertising and promoting the local stop smoking service: Bexley Stop Smoking Service 0800 783 2514. Resources are also available from the NHS website www.quitnow.smokefree.nhs.uk.

Where practicable, requests from employees to attend smoking cessation programmes during working hours will be supported.

Education and Publicity

Suitable posters and No Smoking Signs will be displayed in school areas to create a positive visual message which supports a smoke free working environment.

New Buildings

This policy will apply equally to all future premises at the design stage of any new building, and refurbishment or relocation project.

Appointments

This school is a no smoking school and this should be made clear within all its appointments procedures, staff handbooks and school prospectus.

Links

Health and Safety

The above policy on smoking at work forms part of the school's Health and Safety Policy arrangements.

Drug Education

Cigarettes contain tobacco which is a drug, thus linking the school's Smoke Free Policy to drug education and opportunities within the DfE's guidance.

Council Policy

This policy also falls in line with recommendations by the Local Authority.