

Ironstone Academy Trust

Healthy Workplaces: smoking and vaping- our 'Smoke and Vaping Free Environment Policy'

November 2023

Carl Faulkner

CEO IAT

Introduction

Ironstone Academy Trust recognises that smoking is the single most preventable cause of illness, premature death and health inequality through the United Kingdom. Exposure to second-hand smoke is also a cause of ill health and it is estimated that globally 600,000 deaths a year are caused by second-hand smoke.

The Health Act 2006 and the Smoke-Free (Premises Enforcement) Regulations 2006 required enclosed workplaces to be smoke free from 1st July 2007. The Smoke Free Workplace Policy seeks to provide employees, elected members, service users and members of the public who access IAT premises the right to air free of tobacco smoke.

The second-hand vapour from electronic cigarettes may contain fewer harmful chemicals than second hand smoke, but it can contain sufficient nicotine to pose a significant risk to women during pregnancy, their unborn child and babies and young children

The Trust is committed to providing a totally smoke free environment and, therefore, smoking and vaping is forbidden on/in all Trust premises and in all Trust enclosed workplaces and their entrances and exits, to ensure legal compliance and to actively promote improvements to the health of employees, service users and members of the public.

Scope

This policy applies to users of all Trust premises to all employees of the IAT, employees of partners and other organisations, visitors, contractors and members of the public. Throughout this policy, any reference to enclosed workplaces relates to Trust controlled workplaces and enclosed public spaces.

Under the Smoke Free Workplace Policy employees are not permitted to smoke during paid working time.

The terms smoking and vaping are used interchangeably in this document.

Aims

To create smoke and vaping-free school environments

Objectives

- To provide a smoke-free school environment for everyone
- To provide young people with a consistent message regarding tobacco use and provide appropriate role models.

Introduction

- 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” Second-hand smoke is dangerous, especially for children. People who breathe in second-hand smoke regularly are more likely to get the same diseases as smokers, including lung cancer and heart disease (NHS)
- The Government’s White Paper ‘Choosing health – making healthy choices’, identifies plans to place restrictions on smoking within 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
- Most people start smoking and become addicted to nicotine when they are still children.

Those whose parents or siblings smoke are around three times more likely to smoke than children living in non-smoking households. Children who start smoking at the youngest ages are more likely to smoke heavily and find it harder to give up. These smokers are at the greatest risk of developing smoking related diseases.

Smoking will NOT be permitted (this includes e-cigarettes or vaping) in any part of the school Premises.

The enforcement of this smoking policy 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 from victimisation.

This policy applies to employees, parents, visitors, members of the public, contractors and others working or using the school’s 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.

The smoking policy will apply to all activities held on school premises including those held during school hours and out of school hours. This includes all social and sporting events, and any meetings organised, which are attended by school employees as part of their work and/or visitors to such meetings/events.

Employees should avoid being seen smoking in public in sight of pupils, parents and visitors in order to enforce a comprehensive approach.

Non-compliance by pupils will be dealt with in accordance with the school’s Disciplinary Procedure.

There will be NO designated smoking area provided within, or outside of the school building within the Trust boundary. No facilities for smoking in the workplace will be provided although

support will be given to smokers to assist them to stop smoking if they require it. Please see the HT or CEO for advice if required.

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 on school business, and when carrying passengers.

Help with smoking Cessation

The school will support employees in school wishing to give up smoking by promoting NHS Stop Smoking Services.

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 are 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 is made clear within all its appointments procedures, staff handbooks and on the school website.

Links

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