

## **NO SMOKING POLICY**

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 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 and grades, including the Headteacher, Heads of Department, members of the Senior Leadership Team, employees, contractors, trainees, home-workers, part-time and fixed-term employees, casual and agency staff (collectively referred to as "staff" in this policy).

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 Leadership Team have a specific responsibility to operate within the boundaries of this policy, ensuring that all staff understand the standards of behaviour expected of them and to take action when behaviour falls below its requirements.

Smoking is strictly prohibited anywhere on or in school premises (this includes near to site openings and surrounding areas), inside vehicles parked on site and during staff's normal hours of work for the school. The ban applies to anything that can be smoked and includes, but is not limited to, cigarettes (including e-cigarettes), pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes.

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 whilst on site is also a criminal offence and may result in a fixed penalty fine and/or prosecution.

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**Our Aim: 'Outstanding Progress for All'**

**Approved:** 16.07.2018

**Next Review:** Summer Term 2022