



SMOKE FREE POLICY

JUNE 2025

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Responsible Body: Trust Board

Version Control

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Introduction

This policy was developed to protect all members of the Trust community and visitors from exposure to second-hand smoke and to assist compliance with the Health Act 2006.

Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

Smoking for the purpose of the policy is defined as the smoking of cigarettes, cigars and pipes. This also includes the use of electronic cigarettes (e-cigarettes or vapes). E-cigarettes provide a vapour that could be an annoyance or health risk to other employees. In addition, some e- cigarettes can look like real cigarettes and create an impression for visitors, service users, employees and students that it is acceptable to smoke.

The tobacco substitute benefits are acknowledged; however, the public image of perceived smoking, smoking tolerance and adverse imagery outweigh the as yet to be established benefits of vaping.

Policy

It is the policy of the Trust that all our workplaces are smoke free and all employees and students have a right to work in a smoke free environment and smoking is prohibited over all Trust sites. This includes vehicles while on the school site. This policy applies to all employees, students, consultants, contractors and visitors.

Implementation

Overall responsibility for policy implementation and review rests with the CEO and Headteachers of each school within the Trust.

However, all staff and students are obliged to adhere to and support the implementation of the policy.

The person named above shall inform all existing employees, students, consultants and contractors of the policy and their role in the implementation and monitoring of the policy.

Appropriate 'no-smoking' signs will be clearly displayed at the entrances to and within the premises.

Non-Compliance

Local disciplinary procedures will be followed if a member of staff does not comply with this policy.

Those who do not comply with the smoke free law may also be liable to a fixed penalty fine and possible criminal prosecution. Students who do not comply with this policy will be punished in accordance with the Behaviour Policy and offered support to stop smoking/vaping.

Help to Stop Smoking

Contact the Trust HR team for more information about smoking cessation activities.