



## Smoking Policy

### **Philosophy**

The Governors of Ashcroft High School 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.

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).

From the 1<sup>st</sup> July 2007 all workplaces in England must be smoke free (Health Act 2006 and the Smoke free premises and enforcement Regulations 2006). From that date it will be a criminal offence to smoke in a smoke free place.

### **Aims**

Ashcroft school regards itself as a health-promoting organisation. It recognises that its staff acts 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.

### **Policy Statement**

#### **Whole School Ban**

This Smoking Policy does not allow any smoking within the boundaries of the school site at any time, by anyone – employees, parents or visitors, under any circumstances.

The basis of this ban is 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 children or staff of the school to work in.

It is the responsibility of the headteacher or his/her representative(s) to enforce the policy at all times and to advise employees and ensure that visitors to the site comply with these arrangements.

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.

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

Notices are posted to remind people that this is a smoke free site.

### **Support for employees**

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

We 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.

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

Staff are not allowed to smoke in the presence/sight of pupils or parents.

This would include trips outside of school hours.

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

Information will be included in the school prospectus and website.

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

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.

### **Outside agencies using the school premises**

Non-school social events will not be permitted to smoke in the building or on the premises.

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

### **Pupils**

Smoking among pupils during school hours is not permitted.

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

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

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

- Referral form completed
- Intervention by DSA
- Loss of privileges/supervision over free time/after school detention □ Awareness session on the dangers of smoking.
- Letter home to parents
- Details on support stop smoking services through leaflets and poster (provided).
- Referral to a drop in session with school nurse
- Repetition or refusal to comply may result in an internal exclusion.

### Parents

Parents will be informed of this Smoking Policy and any changes through newsletters and other forms of communication.

### Signage

Clearly worded signs will be sited at the gates, entrance(s) and in prominent positions throughout the school premises.

### Review

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.

### To achieve our aims we will:

Endorse this Smoking Policy to provide a healthy and safe working environment for all employees, pupils, parents, contractors and other visitors to Ashcroft High School.

Not confront smokers but encourage and help those that wish to give up.

### Success Criteria

- Staff no longer smoke on the school premises.
- The numbers of incidents of students smoking are reduced.
- Individuals and clubs hiring the school facilities for social events comply with the no smoking policy on the premises.
- Students are challenged who smoke on *or near* the school site.

Approved by Governing Body of Ashcroft High School:	July 2017
Policy Review date:	September 2018
Governors' Committee:	Finance and Premises
SLT staff responsible:	Mrs J Clarke
Statutory Policy: Yes / No	Yes