

Smoking Policy

September 2019 – September 2022



Smoking is forbidden anywhere, on Sidney Stringer Multi Academy Trust premises.

This includes:

- Company vehicles
- Within 3 metres of an entrance to a building

This Smoking Policy also applies to the use of electronic cigarettes. The use of electronic cigarettes is prohibited wherever smoking is prohibited.

In line with the Sidney Stringer Multi Academies Trust's commitment to provide a safe and healthy environment for staff and visitors there is a total ban on smoking in all premises.

Smoke free premises and vehicles must display signage as required by the regulations.

Managers must take steps to ensure that this policy is complied with in areas under their control.

Any individual found to be in breach of the smoking policy may be subject to disciplinary action in line with the relevant disciplinary procedure.

Employees who wish to smoke may do so in their own time during lunch breaks. Employees will not be permitted to smoke whilst carrying out their duties and responsibilities for Sidney Stringer Multi Academy Trust.

A trained member of staff or Occupational Health is able to offer advice and support for staff who wish to stop smoking. Sidney Stringer Multi Academy Trust recognises that smoking is an addiction and that the smoking policy will impact on smokers' working lives. Sidney Stringer Multi Academy Trust wishes to support employees who want to stop and help individuals adjust to this change. The Multi Academy Trust will facilitate access to no more than 4 hours paid leave to seek professional help and advice. Leave must be agreed in advance with line management, incur no additional cover costs, nor impede the day to day operation of the Academy and its services.

Relevant Regulations

Health Act 2006

The Smoke-free (Exemptions and Vehicles) Regulations 2007

Individuals in breach of these legislative requirements may be liable to prosecution.



Notes

It is an offence under the Health Act 2006 to

- smoke in a smoke free place; and
- to fail to prevent smoking in a smoke free place.

A substantially enclosed workplace is one which has a ceiling or roof and where openings (other than doors and windows) constitute less than half of the wall area.

The Regulations do not apply to vehicles that are used primarily for private purposes.

The prohibition of electronic cigarettes wherever smoking is prohibited is on the basis that these products do not provide recognised health benefits while introducing several negative consequences including undermining the enforcement of the Smoking Policy.