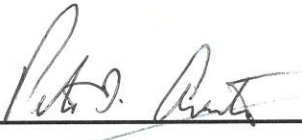




EBOR ACADEMY TRUST

**Smoke Free Workplace
Non Statutory Policy**

Signed: _____ 

Dated: 20th July 16

Review Date: July 19

Review Period: Every 3 years

Please note – wherever this policy states Director or Trustee this means Director or Trustee of the Ebor Academy Trust

Introduction

This policy covers all forms of smoking, including the use of E cigarettes

The Ebor Academy Trust recognises that smoking is for many people a part of their lifestyle and culture. This policy seeks neither to condone nor condemn smoking but to ensure that procedures and practices are established which will:

- support the health and safety of all school members
- encourage professional responsibility
- provide a safe learning environment

Aims

The aim of the policy is **to maintain smoke free sites within the Academy Trust and promote a greater understanding of smoking and tobacco including the use of e-cigarettes.**

By this we mean:

Objectives

- That on the school site and when and where the school is responsible for the health and safety of pupils/students, the smoking of tobacco and e-cigarettes by staff, helpers, pupils/students and parents will not be acceptable.
- If there are persistent problems with pupils/students not adhering to the policy, sanctions will apply. These will vary, depending on the assessment of each case
- All staff, future staff, parents, pupils/students and visitors will be involved and informed of these developments.
- The school will support as appropriate wider community anti-smoking initiatives
- Smoking breaks are not acceptable
- Provision for informal social occasions in school will be a smoke free environment
- Meetings both formal and informal in school, including with governors and outside visitors, will be smoke free
- The policy will be made known to all future members of staff as part of the school employment information
- Procedures and practice related to the policy will be promoted and made known to the school community – such as on signs, induction material and other school information
- All staff and pupils will be offered support during the policy development to stop or reduce their smoking and encourage adherence to the policy
- Curriculum learning and pastoral guidance will support the implementation of policy and practice

Employer Statutory Obligations

Employers are required by the Health & Safety at Work order to ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees and others who use their premises.

Please Note: *Directors of the Ebor Academy Trust have overall responsibility for this policy, however where applicable responsibility is delegated to the individual schools Directors or Governors.*