

# NMAT SMOKE FREE POLICY (Non- Statutory)



## Preamble

This policy has been developed to protect all employees, workers, students and visitors from exposure to second hand smoke and to assist compliance with the Health Act 2006.

It is the policy Nunthorpe Multi Academy Trust that all our workplaces are smoke-free, and all employees and students have a right to work/study in a smoke-free environment. Smoking is prohibited on academy grounds including all enclosed and substantially enclosed premises in the workplace, (this includes academy vehicles).

This policy applies to all employees, contractors, consultants, temporary workers, students, parents, visitors or volunteers.

## Responsibilities

Overall responsibility for this policy rests with the NMAT Health and Safety Lead however, all staff are obliged to adhere to and support the implementation of this policy. The person named above will inform all existing employees, third parties or contractors of their role in the implementation and monitoring of the policy. A copy of this policy is contained within the staff handbook (available for new staff during induction).

Appropriate “no-smoking” signs will be clearly displayed at the entrances of the premises, and in all smoke-free vehicles.

## E-cigarettes

The use of e-cigarettes in the workplace is not prohibited by legislation, but whilst it is recognised that employees may use e-cigarettes as an aid to give up smoking tobacco, it is not known if there are any health risks to individuals from the vapour released by e-cigarettes.

Use of e-cigarettes by any employees, workers, students, parents or visitors is not permitted on academy grounds or academy vehicles.

## Non-compliance with the Policy

A member of staff who does not comply with this policy may be subject to disciplinary action. Those who do not comply with the smoke-free law may also be liable to a fixed-penalty fine and possible criminal prosecution.

Employees or third parties with concerns about possible breaches should contact the Academy Site Teams.

## For those who need help to stop smoking

The NHS offers a range of free services to help smokers give up. Visit [www.gosmokefree.co.uk](http://www.gosmokefree.co.uk) or call the NHS Smoking Helpline on 0800 169 0169 for details. Alternatively, you can text ‘GIVE UP’ and your full postcode to 88088 to find your local NHS Stop Smoking Service.

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**This policy will be kept under regular review in light of legal developments and best practice.**