

Policy

Bradfield CE Primary School



Smoke Free Policy (based on the WB Model Policy)

Bradfield CE Primary is committed to protecting and safeguarding the welfare of children and young people in its care by: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes,'(Keeping Children Safe in Education, Sept 2016).

Bradfield CE Primary School is committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation or social-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

1. INTRODUCTION

- 1.1 Smoking remains the single biggest cause of ill-health and premature death in this country killing approximately 106,000 people every year. One in five deaths is smoking-related.
- 1.2 Following a free vote by MPs in February 2006, legislation making all workplaces and enclosed public places smoke-free was introduced in England from summer 2007. Bradfield CE Primary School supports this move and recognises the need to introduce an appropriate smoke-free policy; this includes all forms of e-cigarettes.

2. STATEMENT OF INTENT

2.1 Bradfield CE Primary School is committed to providing a safe and comfortable working environment within all its buildings for employees and visitors. It will do as much as possible to ensure the health of its employees is not put at risk. However, the school also accepts that smoking is a legal activity and a matter of personal choice. Therefore, the policy is not concerned with *whether* individuals smoke; it is concerned with *where* and *when* smoking takes place.

3. SCOPE

3.1 This policy covers all premises (buildings and grounds) and vehicles where school employees work, whether they are full time, part time or temporary agency staff.

West Berkshire Council strongly encourages Community, Voluntary Controlled, Community Special and Maintained nursery schools to adopt this model policy or produce their own policy that as a minimum meets the standards in this policy. Foundation and Voluntary Aided schools may also wish to adopt it. Consideration should be given to including outside grounds in the policy as well as all buildings. For further information on school smoking policies, schools should refer to the Berkshire Healthy Schools guidance on smoke-free schools at www.smokefreeberkshire.co.uk

4. STANDARDS

4.1 Smoking will be prohibited within all school premises and grounds.

4.2 All visitors and contractors will be notified of the policy via notices in Reception Areas.

4.3 Contravention of this policy by employees will be regarded as a disciplinary breach and will be treated as misconduct under the Disciplinary Procedure.

4.4 Smoking away from School buildings and grounds will only be permitted in the employees own time, i.e. break times, and will not be permitted within working hours.

4.5 Notices reminding people they are in a smoke-free area will be displayed in prominent locations. These signs will comply with the requirements set out in the smoke-free legislation from summer 2007.

RESPONSIBILITIES

5.1 The Governing Board will ensure full implementation of this policy by:

- Ensuring that awareness of this policy is promoted.
- Ensuring that this policy is reviewed every three years or sooner if legislation, approved codes of practice, or incidents highlight deficiencies in the policy;
- Providing advice and information on this policy to all employees at the school.

5.2 The Headteacher will ensure full implementation of this policy by:

- Ensuring all employees/workers co-operate to ensure the success of this policy.
- Monitoring compliance and act upon breaches of this policy. In the unlikely event of an employee not respecting the policy the line manager will attempt to resolve the situation informally in the first instance;

5.3 Employees/Workers:

- Must co-operate to ensure the implementation of this policy;
- Must not smoke within school premises.
- Should support and encourage colleagues who wish to quit.

5.4 The School Business Manager will;

- Ensure the display of appropriate signs at all entrances and throughout all school buildings;

Approved at the Full Governing Body meeting on 22nd March 2018.

Date of review (3 years) March 2021.