



# **Redby Academy**

## **No Smoking Policy**

## **PRINCIPLES**

### **Introduction**

Redby Academy values the health and wellbeing of all members of the communities it serves. We believe that a healthy and safe environment is important in terms of physical wellbeing, and is also a vital factor in promoting emotional health, which in turn will affect the raising of standards.

It is important to us that our policy and approach to smoking including the use of e-cigarettes should reflect changing social attitudes, and actively reflect and support our goals for effective and lasting drug awareness education.

This policy prohibits smoking, including the use of e-cigarettes or other tobacco products and any references to smoking in the policy include all of the above.

### **Aims**

This policy aims to:

- Provide an environment where good health is promoted for all
- Highlight to all who use the Academy's sites that they are a 'smoke free' environment
- Enable the academy to tackle smoking related issues
- Raise awareness of the dangers associated with exposure to tobacco smoke and reinforce the health educations programmes of the Academy
- Satisfy section 2(2)(e) of the Health and Safety at Work Act 1974, which places a duty on employers to provide a working environment for employees that is 'safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work'.

### **Health Rationale**

- Smoking is the single most preventable cause of premature death and ill health in our society.
- Passive smoking — breathing other people's tobacco smoke — is also potentially fatal. It has been shown to cause cancer, as well as many other illnesses, in non-smokers. The cost of smoking related illness to the NHS is considerable.
- Smoking is a health and safety issue for all adults and young people who use and attend the academy.
- Everyone has the right to breathe in clean air and work in a healthy environment.

## **PRACTICE**

It is the policy of Redby Academy that smoking, including the use of e-cigarettes will not be allowed at any part of the academy, academy function or anywhere on the school premises. This includes:

- all trust buildings, grounds and all off-site activities
- all educational and other visits
- all outside lettings

In addition, we do not expect staff to smoke in the immediate vicinity of the academy as this significantly detracts from the positive reputation we have in the community, which we have worked hard to achieve.

The policy applies to EVERYONE involved with the academy community in any way:

- Employees
- Students
- Voluntary helpers
- Governors/Directors
- Visitors
- Outside contractors working on site
- Anyone attending an outside letting

As a trust we believe that everyone connected with us has a responsibility to be actively involved in the implementation of our non-smoking policy, and to assist in taking all necessary and appropriate steps to ensure its full implementation.

**As part of the strategy, we will:**

- a) ensure that the policy is regularly made known to all concerned, including; staff, students, parents / carers, voluntary helpers and hirers. This will include the display of no-smoking signs.
- b) Keep a regular check on the school premises to ensure that they are clear of any smoking related litter.
- c) Support the reasoning behind the no smoking policy through our drug education programme within appropriate lessons.

**Sanctions:**

The following consequences will apply to a student or member of staff who chooses to not comply with this policy.

Staff: Following disciplinary Policy in that:

1<sup>st</sup> Offence — Informal Action including the completion of a Staff Interview Form

2<sup>nd</sup> Offence — Possible Written warning

3<sup>rd</sup> Offence — Possible Final written warning

Parents: Staff will approach the person and ask them to extinguish the item.

Staff will alert the person that we have a 'No Smoking Policy'.

Refusal to extinguish – the person will be reported to the Head Teacher.

Head Teacher will take appropriate action.

This document is freely available to the entire school community. It has been made available on the school web-site and in the main school office.

This policy should be read in conjunction with other related policies in school including:

- PSHE Policy
- Behaviour Policy
- Staff Disciplinary Policy
- Lettings Policy
- Health & Safety Policy

This policy updated Sept 2019 and will be reviewed every 2 years or earlier if necessary.

Head Teacher

Chair of Governors

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