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***RATIONALE***

Under the Health and safety at Work Act 1974, employers are obliged “to ensure, so far as practical, the health, safety and welfare at work of all employees”. In 1988, findings produced by the Independent Scientific Committee on Smoking and Health concluded that all scientific evidence was consistent with passive smoking causing an increase in the risk of lung cancer. The Government accepted these findings and advice and their recommendations were further endorsed in the Government’s White Paper ‘The Health of the Nation’ (June 1992).

Changes to the United Kingdom Health and Safety Law, which came into force in 1993, require that employers minimise risks by introducing preventative measures, which means introducing a non-smoking policy.

A policy that discourages smoking from the earliest age is of vital importance to the health of our society and to the future health of our pupils. A policy that acknowledges non-smoking as the norm in academy provides a positive role model for our pupils. It shows by example that smoking is an anti-social activity and it allows education about the dangers of smoking to be introduced into the curriculum in a valid and constructive way.

**AIMS**

1. To provide all who work in and visit the academy with a healthy, smoke-free atmosphere.
2. To acknowledge non-smoking as the norm.
3. To provide a positive role model for the pupils.
4. To demonstrate that positive action on smoking is being taken.
5. To provide a written statement that can be given to new employees as they join the academy.

**BROAD GUIDELINES**

1. Smoking within the academy premises will not be allowed.
2. Smoking in the academy grounds, by employees and contractors, will be discouraged and definitely restricted to times and places where the smoker will not be observed or encountered by pupils who are on the site legitimately, i.e. during the academy day or out of academy hours with permission.
3. In all dealings with pupils, non-smoking will be acknowledged as the norm.
4. This revised smoking policy will be communicated to current staff, parents and regular visitors to the academy at the outset and at regular intervals.
5. Clear signs will be displayed in all reception areas so that everyone entering knows that smoking is not allowed inside.

6. Encouragement and opportunities for counselling will be offered to any employees who are trying to stop smoking.

## **EQUAL OPPORTUNITIES**

All pupils and staff will have equal opportunity of access to a healthy and smoke-free environment. (NB No law provides any protections or privileges for non-smokers.)

## **HOME/ACADEMY LINKS**

Parents will be informed of the academy's non-smoking policy in the academy prospectus. They will be asked to co-operate by not smoking in the academy grounds at the beginning and end of academy sessions. Regular reminders will be published through the academy newsletters.

## ***MONITORING AND REVIEW***

The Chief Operations Officer will act as the Non-smoking Policy Co-ordinator and will deal with any matters regarding the implementation of the policy that might need clarification.

This policy will be reviewed and evaluated in line with the Academy Development Plan and the academy's Policy Monitoring Schedule.

Reviewed April 22