

Highfields Inclusion Partnership

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Policy Title:	Smoke-Free Policy		
Last Reviewed & Updated:	Feb 2019	Due for Review:	Feb 2021

HIGHFIELDS INCLUSION PARTNERSHIP SMOKE-FREE POLICY

PLEASE NOTE:

This policy refers to smoking as including electronic cigarettes and vaping cigarettes.

1. Introduction & Rationale

In accordance with the Health Act 2006 and the smoke-free (premises and Enforcement) Regulations 2006, this school as a public building is smoke-free. (It is a criminal offence to smoke in a smoke - free place). The school also works in accordance with Stockport MBC policy on smoke-free buildings.

Smoking is known to be the principal avoidable cause of premature deaths in the UK, according to government statistics (2007) causing 106,000 deaths in the UK every year.

(Source: <https://digital.nhs.uk/data-and-information/publications/statistical/statistics-on-smoking/statistics-on-smoking-england-2018/part-1-smoking-related-ill-health-and-mortality>)

More recently there have been specific concerns over the influence of adults close to children and the likelihood of the development of a smoking habit – with researching indicating children are three times more likely to smoke when their parents smoke.

(Source: <http://www.thedoctorwillseeyounow.com/content/kids/art2345.html>)

Smoking constitutes a fire risk and is a proven hazard in both built up areas and countryside.

The Teachers' Standards (Dept of Education) make note of the requirement of teachers to “demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils”, “make a positive contribution to the wider life and ethos of the school” and “demonstrate consistently high standards of personal and professional conduct.” The school's position is these particular standards apply to all staff.

2. Aims

2.1) Highfields is an organisation set up to promote Social Readiness, Emotional Well-Being and Mental Health (SEMH) – SEMH is interlinked with physical health. Highfields recognises that its staff act as role models for students in all aspects of school life, including health promotion. In light of the evidence that second hand smoke causes damage to health this Smoke-Free Policy has been implemented to comply with legal requirements of the Health Act 2006 to:

2.1.1) protect the staff, children and young people, visitors and contractors from the effects of tobacco smoke;

2.1.2) acknowledge the educational role of the organisation in discouraging children and young people from starting to smoke;

2.1.3) to be a health promoting organisation

2.1.4) raise awareness of the dangers of smoking through the Personal Social and Health Education Programme

3. Purpose

The purpose of this Smoke-Free Policy is to outline the school's positions on smoking in terms of

responsibilities and boundaries.

4. Responsibilities

4.1) All employers have a duty to ensure as far as reasonably practicable, the health and safety of their employees. This duty is reflected in legislation, which places on the employer the requirement to assess risks to employees', service users' and visitors health in the workplace and take appropriate remedial action.

4.2) It is the responsibility of the headteacher or his/her representative(s) to maintain the policy at all times, to advise employees and ensure that visitors to the site comply with these arrangements.

4.3) It is the responsibility of employees and service users to make themselves aware of policies and adhere to them.

4.4) Any visitor/s and any contractor/s employed on site are made aware of relevant policies on entry to the site and are required to adhere to them.

4.5) Groups hiring school premises are made aware of the policy and required to adhere to it.

5. Employee Co-operation

5.1) Staff are not allowed to smoke on the school premises.

5.2) Staff are requested to avoid smoking in the presence/sight of students or parents/carers. By presence/sight, this includes:

- smoking off-site but within the line of sight of Highfields windows
- smoking off-site but within the line of sight of outside Highfields premises.

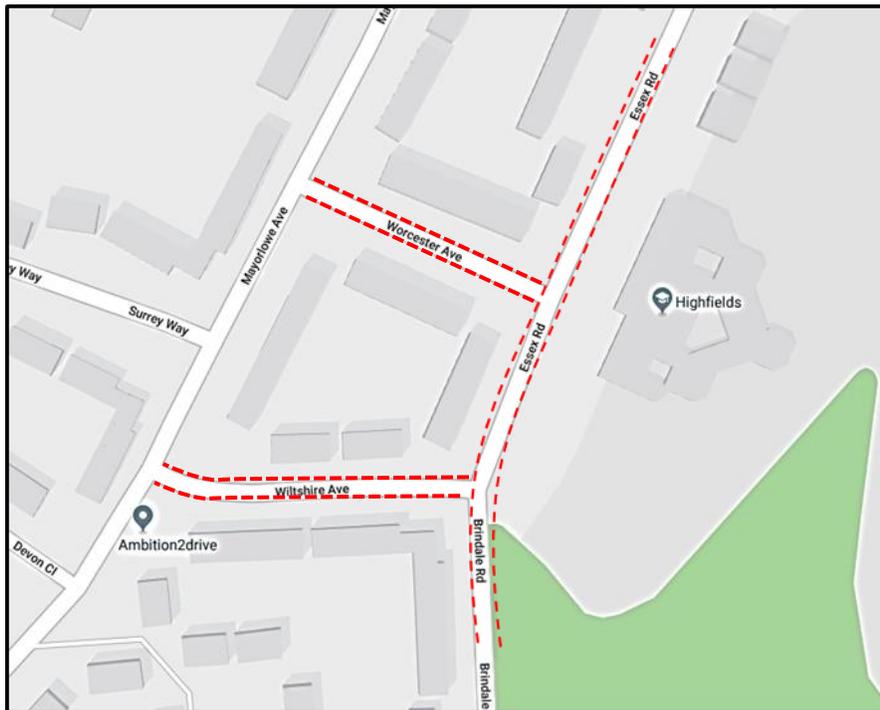


Image 1. Area in which staff are requested not to stand and smoke.

5.3) Staff are not allowed to smoke in the presence/sight of students or parents/carers on school trips.

5.4) Staff are not allowed to leave smoking paraphernalia within access or sight of students.

5.5) Staff who smoke are asked to be aware of the residual odour of smoke on their person and, as members of a community, advised to take measures to mitigate / minimize this.

5.6) Staff can only leave their assigned duties to smoke during their designated breaks.

5.7) It is advised staff taking a smoking break away from the school premises during school hours avoid congregating together in groups of more than two as this can draw unwanted attention from students, school visitors and members of the neighbourhood.

5.8) All new and prospective employees will be advised of the restrictions and rules regarding smoking at work through the interview and induction process.

5.9) It is anticipated that all employees will adhere with the Smoke-Free Policy. In circumstances where there is wilful contravention of the Smoke-Free Policy, steps may be taken to invoke disciplinary procedures.

6. Students

6.1) Smoking among students during school hours and on the premises is not permitted.

6.2) Smoking among students on school visits or trips is not permitted.

6.3) Help will always be provided to those students who want advice through the pastoral system.

6.4) Students caught smoking on site will be subject to sanctions, as outlined in the Behaviour Policy.

6.5) Smoking by students within the vicinity of the school premises will be actively discouraged. In particular, this means smoking off-site but within the line of sight of the Highfields 'front of house' and around the front gates.



Image 2. Area in which students are to be discouraged from smoking.

7. Parents / Carers

7.1) The school Smoke-Free Policy applies to all visitors using the Highfields buildings.

7.2) Parents/carers are informed of this Smoking Policy and any changes thereto through the school website.

7.3) Parents/Carers are asked to support Highfields in the implementation of this policy. Any parent/carer concerned about any smoking issues should contact the Headteacher or Deputy Headteacher on 0161 406 7922.

8. Visitors using the school premises

8.1) The Smoke-Free Policy applies to all visitors using the Highfields buildings.

8.2) If / when 'non-school events' are booked for the building, individuals to be made aware the Smoke-Free Policy remains in force.

8.3) Any visitor concerned about any smoking issues should contact the Headteacher or Deputy Headteacher on 0161 406 7922.

9. Support for employees

9.1) Highfields recognises that staff who smoke may need support either to give up smoking or help control their smoking.

9.2) Highfields makes available to employees the NHS smoking helpline number to get free advice and for information on the nearest Stop Smoking Service.

10. Review

The Smoke-Free Policy will be monitored by the School's Senior Management Team and reviewed every two years and/or in light of developments which may impact the approach and implementation of the policy.