



## Smoking Policy

(including e-cigarettes)

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“Learning together, to be the best we can be”

## 1. Scope

- 1.1. This policy applies to all schools and business units incorporated within the overarching company that is Nexus Multi Academy Trust.
- 1.2. Where any local policies or procedures exist, these may only enhance the guidance included in this policy document (i.e. to provide site specific information) and cannot supersede this.
- 1.3. Each school must publish a local policy which is in line with this document.

## 2. Introduction

- 2.1. This policy reflects actions necessary due to the increasing evidence of serious health risks associated with breathing other people's tobacco smoke.
- 2.2. It is the intention of Nexus Multi Academy Trust to protect employees and others from the known hazards; this policy will operate on all our Trust premises, buildings and vehicles.
- 2.3. The objective of this policy is to create a smoke free environment for all who work in, or use, any of our Trust facilities while trying to be sensitive to the needs of existing employees who find it difficult not to smoke and/or vape at work.
- 2.4. Staff and visitors are not permitted to smoke and/or vape within our Trust buildings or Trust grounds.

## 3. General policy principle

- 3.1. This policy seeks to guarantee non-smokers the right to work in air free from tobacco smoke and ensure compliance with the Health and Safety at Work Act, which places a duty of care on employers to protect the health of employees and non-employees.
- 3.2. This policy applies equally to all visitors to the Trust premises.
- 3.3. The Board of Directors also has a duty to protect employees who visit people in their own homes.

- 3.4. It is recognised that nicotine is a chemical addiction and how hard it is to stop. As a good employer we will try to help employees cut down or stop altogether.

All Trust offices, function rooms and all areas of the buildings are designated smoke free environments. Important note: smoking and/or vaping will not be allowed at entrances and exits to Trust buildings or grounds.

## 4. Private properties

- 4.1. The Trust has a duty to protect employees whilst they are visiting people in their own homes (e.g. parents / carers of students). However, we recognise that due to the special and sometimes urgent nature of the work, that staff may at times be unavoidably exposed to the second-hand smoke of persons being visited. Action should always be taken to minimise the risks of this prior to visits being made. Persons in this situation who are pregnant or have a medical condition affected by smoking should inform their line manager. The employee should ask the homeowner not to smoke whilst they are in the premises. Employees will be supported with a refusal to visit homes where the homeowner is unwilling to follow the employee's request.

## 5. Vehicles

- 5.1. Trust owned vehicles are designated as smoke free environments at all times. This includes the use of e-cigarettes.
- 5.2. Smoking and/or vaping is not permitted in vehicles being used on Trust business where car mileage allowance is being claimed, at times when students are being transported.

## 6. Smoking breaks

- 6.1. There is no facility in the Trust working day for staff to request a smoking break. Where staff are entitled to breaks, these should be taken in one slot as agreed with school leaders (e.g. 15 minutes in the morning, afternoon, etc) and not broken down to facilitate routine cigarette breaks during the school day. Staff who use this time to go offsite to smoke or vape are

required to go completely out of sight of their main school entrance so as not to impact on families or other visitors to site.

## 7. Help for those who smoke and want to stop

- 7.1. This policy aims to improve the health of both smokers and non-smokers. The Trust therefore supports staff who wish to or who are considering stopping smoking. An employee can request a referral to specialist support via their line manager or the Trust HR Team if they would like support to stop smoking.

## 8. Policy enforcement

- 8.1. This policy applies whether or not no smoking signs are displayed.
- 8.2. All employees are responsible for ensuring that the policy is complied with and for bringing it to the attention of new staff and visitors.
- 8.3. When a manager becomes aware that a staff member is ignoring this policy, the manager should meet with the staff member to discuss the policy and offer support in complying with the policy through counselling, smoking cessation support or Occupational Health. Under no circumstances should a confrontational attitude be adopted or allowed to develop. If all informal channels have been exhausted, employees failing to comply with this policy will be subject to normal disciplinary procedures. Staff who assist with the enforcement of this policy will receive the full support of the Chief Executive Officer, Headteacher and Directors.