The Robert Carre Trust

No Smoking Policy

Introduction
Passive smoking, that is breathing in other people's tobacco smoke, has been shown to cause cancers, heart and respiratory disease in non-smokers.

The **Health Improvement and Protection Act 2006** states that by summer 2007 all enclosed work places need to be smoke free.

The **Health and Safety at Work Act 1974** places a duty on employers to provide a working environment that is: **'safe, without risks to health'**

The Robert Carre Trust acknowledges that tobacco smoke is both a public and work place health hazard and has, therefore, adopted this No-Smoking Policy.

To avoid confusion on interpretation and enforcement of the No-Smoking Policy (and based on a Position Statement by the British Medical Association (Nov 2014)), e-cigarettes and nicotine inhalators ('vapes') will be treated as cigarettes under this policy.

Aims of the Policy
The policy seeks to:

- Guarantee a healthy working environment and protect the current and future health of employees, students, parents and visitors;
- Guarantee the right of non-smokers to breathe in air free from tobacco smoke;
- Comply with National Legislation, Health and Safety Legislation and Employment Law;
- Raise awareness of the dangers associated with exposure to tobacco smoke;
- Take account of the needs of those who smoke and to support those who wish to stop;
- Address the risk of e-cigarettes encouraging others to smoke.

The policy is applicable to:

- Members of staff;
- Students in the Trust's schools;
- All visitors to the school sites (including community use at evenings and weekends);
- All contractors working on site.

Restrictions on Smoking
Smoking is not permitted in any part of the premises, entrances, grounds and sports halls at any time, by any person regardless of their status or business with the Trust.

Smoking will not be tolerated at entrances and exits and is not permitted in any of the following areas: lifts, corridors, stairways or wells, toilets, meeting or staff rooms.

Visitors and Partner Organisations
All visitors, contractors and deliverers are required to abide by the No-Smoking Policy. Staff members are expected to inform visitors of the No-Smoking Policy; however, they are not expected to enter into any confrontation which may put their personal safety at risk.

Vehicles
Smoking is not permitted in company vehicles or any vehicles being used on Trust or school business

Support for smokers
Services to help people quit smoking in Lincolnshire are now provided by One You Lincolnshire, funded by LCC. This includes face-to-face clinics, telephone and online support. Self-referrals can be made to the One You Stop Smoking Service by calling 01522 705162 or emailing hello@oneyoulincolnshire.org.uk. Free support is also available from NHS Smokefree at www.nhs.uk/smokefree

Disciplinary Action
Any member of staff or student who disregards the policy may be subject to disciplinary action in accordance with the Trust Disciplinary Policy

Monitoring and reviewing
This policy will be reviewed every four years or when new smoking legislation is brought into effect.

Responsibilities
Managers within the Trust's schools will:

- Ensure that all staff and students comply with the policy;
- Ensure that all visitors and contractors are aware of and comply with the policy;
- Ensure that all members of staff and students receive the appropriate advice and support on smoking cessation. In addition, those who are experiencing difficulties in stopping or adhering to this policy should be given an appropriate level of support and guidance;
- Ensure staff familiarity with, and adherence to this policy;
- Politely remind the general public and visitors to the Trust's schools that we operate a no-smoking policy.

Associated Policy
- RCT Drugs Policy

Approved at the meeting of the Board on 21 May 2020

Next Review Date: June 2024 (4 years)