

Company Policy

No Smoking Policy that includes all forms of Electronic Cigarettes.

Purpose of Policy

This policy has been developed to protect all employees, learners, clients, contractors and visitors from exposure to secondhand smoke and to assist with compliance of the Health Act 2006

It is estimated that smoke free places will save thousands of lives over the next decade. Smoke free will help the 7 out of 10 smokers who want to quit too. But most importantly it will help create a healthier environment for everyone to work in.

Exposure to secondhand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non smokers within the airspace does not completely stop potentially dangerous exposure

General Policy

It is the policy of Michael John Academy that all our workspaces are smoke free, and all employees have a right to work in a smoke free environment. This policy came into effect on 1st July 2007.

The Chief Executive has the overall responsibility for the implementation and the annual review of the Smoke Free Policy. All persons are required to adhere and support the implementation of the Smoke Free Policy. The Health & Safety Officer is responsible for informing all existing employees, learners, contractors, visitors and clients of the policy and their role in adhering to the contents of policy. All new staff and learners will be given a copy of the policy at induction.

Smoking including electronic cigarettes is strictly prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, learners, clients, contractors and visitors.

In addition to smoking being prohibited in all enclosed and substantially enclosed premises in the workplace, employees, learners, clients, contractors and visitors **are also not permitted to smoke in front of the buildings** as this will encourage standards to slip and is likely to encourage people to smoke within the passageways. Passageways and porch ways are classed as substantially enclosed premises according to section 2 of the Health Act 2006. Any person found smoking within these areas will therefore be in breach of the law.

Michael John Academy is committed to encouraging a 'healthy lifestyle' and therefore does not provide a smoking area. Smokers may decide to smoke at the back of training buildings or around the sides of the building; however this will be at their own choice and responsibility. Consideration must be taken by smokers bearing in mind individuals can be prosecuted for dropping litter or asked to move from other businesses or residential properties. It is also vitally important that entrances to buildings are kept free from blockages.

Help to stop smoking

There are Guidance and Support Officers working within Michael John Academy who can offer support to learners and staff if they wish to stop smoking.

NHS Free Smoking helpline – 0800 022 4332
www.smokefree.nhs.uk

Roy Castle Fag Ends (local) 0800 195 2131
www.stopsmoking.org.uk/content/Home

Appropriate “No Smoking Signs” will be clearly displayed at the entrances and within the premises. Also within any company owned or rented cars.

Non –compliance

Michael John Academy’s disciplinary procedure will be followed if a member of staff or learner does not comply with this policy. Those who do not comply with the smoke free law may also liable for a fixed penalty fine and possible criminal prosecution.

This policy will be reviewed annually as per the company policy schedule.

Signed and verified:
Chief Executive:.....

Please print name: Shaun McNamara.....

Dated:.....

* This policy can be made available in larger type.