

**FIVE RIVERS Multi Academy Trust**



**Five Rivers Multi Academy Trust  
No Smoking Policy**

Policy start date: January 2017  
Reviewed: January 2020 JC (no amends)  
January 2021 JC  
Next review due: January 2022



## **Introduction**

Five Rivers Multi Academy Trust is committed to the active promotion and ultimate achievement of a smoke free working environment for all its employees and students consistent with the objective of health protection and promotion within an educational setting.

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'. Therefore the Trust has adopted a no smoking policy to be acknowledged across all academies within it.

## **Summary of employer statutory obligations**

- Employers are required by the Health & Safety at Work Order 1978 to ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees and others who use their premises.
- Article 4(2) (e) of the Order requires that, so far as is reasonably practicable, the working environment is safe, without risks to health, and adequate as regards facilities and arrangements for employees. In addition, under Article 8, employees must take reasonable care of their own health, safety and welfare, as well as that of others, and must co-operate with their employers' efforts to discharge any statutory health and safety duties placed upon them. Such statutory duties are reinforced by a common law duty of care.
- The Health and Safety Inspectorate recommends that all employers should have a specific written policy on smoking in the workplace which gives priority to the needs of non-smokers who do not wish to breathe tobacco smoke.

## **Aims of the policy**

- To protect site users from the adverse health effects of environmental tobacco smoke in the workplace.
- To demonstrate the Trust's commitment to promoting the health of pupils and staff.
- To provide information and advice for those who wish to stop smoking.
- To comply with Health & Safety Legislation and Employment Law.

## **Policy**

It is the policy of Five Rivers Multi Academy Trust that smoking of tobacco and e-cigarettes will not be allowed at any academy function, or anywhere within the academies' premises. This includes:

- all academy buildings;
- all academy grounds (including academy playing fields);



- smoking in a vehicle parked anywhere within the academy grounds;
- all off-site activities;
- all educational and other visits;
- all outside lettings.

All academies should actively discourage smoking at entrances/exits and anywhere visible by students (e.g. by the perimeter fence).

## **Visitors**

All visitors and contractors are required to abide by the Trust's no smoking policy. All staff members are expected to inform visitors of the arrangements within this policy. However they are not expected to enter into any confrontation which may put their personal safety at risk.

## **Lettings**

When the academy facilities are being used for external activities, the Trust's no smoking policy will remain in operation.

## **Vehicles**

The no smoking policy will apply to all academy-owned/hired/leased vehicles. Employees are asked to refrain from smoking in personal vehicles when used for business and when carrying passengers.

## **Support for smokers**

Information and support shall be given to all staff who wish to stop smoking. Furthermore, contact details of local NHS Stop Smoking Services or the National Don't Give Up Giving Up freephone helpline **0800 169 0 169** will be made freely available.

## **Monitoring and review**

The no smoking policy will be monitored at least annually by the Senior Management Team of the academy; this will be in consultation with staff, and reported to the Board of Trustees. The Policy will be reviewed and, if appropriate, revised.