

CAWOOD CHURCH OF ENGLAND VOLUNTARY AIDED PRIMARY SCHOOL

Smoke-free Workplace Policy

Document Status			
Date of next review	June 2019	Responsibility	Premises Committee
Date of Policy Creation	June 2015		
Date of Policy Adoption by Governing Body	08 June 2015	Responsibility	Chair of Governors
Method of Communication		Signed	J Noott
Website, Server			

This policy covers all forms of smoking, including the use of E cigarettes

Introduction

Cawood CE VA Primary School and North Yorkshire County Council (NYCC) are committed to an effective approach to safeguarding the health and well being of all employees and others involved with the delivery of Council services. To this end Cawood CE VA Primary School and NYCC:

- Recognise their duty to provide safe and healthy working conditions and service delivery environments;
- Recognise the significant evidence detailing the harmful effect on health of smoking including passive smoking (ref: The Case for a 'Smoke-free Council');
- Wish to pursue a positive smoke-free approach that promotes good health, by prohibiting smoking in this workplace.

Aims

The aim of this policy is to:

- Protect the health of employees
- Inform employees and managers of their responsibilities in respect of the policy
- Support smokers and help them cope with increased restrictions or to stop smoking
- Support visitors in complying with the Policy
- To comply with the law now and in the future
- Promote to our various partners and others a model of best practice, setting an example to pupils
- Promote the culture of a 'Smoke-free Workplace'

General

- Cawood CE VA Primary School and NYCC wish to 'lead by example' and promote good public health to the people of North Yorkshire.
- The balance of the policy and practice will be in favour of the non-smoker.
- Smoking is harmful to health and therefore is likely to affect employee attendance now or in the future.
- Information, advice, guidance and support will be available to employees to quit smoking.
- Cawood CE VA Primary School and NYCC do not make separate provision for smokers to smoke.
- The Head teacher and Governing Body have adopted this policy for the school premises and grounds. Teachers are role models for pupils and as such influence pupil behaviour towards smoking.
- The policy applies to all employees and also applies to staff employed through an agency, by a contractor or by other organisations and also to visitors.
- Visitors not adhering to the Policy will be asked to comply or leave the premises/grounds.
- All job applicants will be made aware of the Policy in the recruitment process, and a requirement to comply with it will be part of the conditions of service for new jobs.