



Montgomery High School

No Smoking Policy

Approved by Personnel Committee under powers delegated by the Governing
Body 20/11/13

Review period 3 years

1. INTRODUCTION

1.1 It is the intention of the Governing Body to promote and protect the health and well being of its employees, students and other visitors to the school. There is recognition that smoking is bad for health and unpleasant to many users of buildings and services. Moreover, we believe that those working with children are in a unique position to act as positive role models and have a responsibility to send out consistent messages about the hazards of smoking.

1.2 This Policy applies to all employees, governors, students, parents and other users of, and visitors to, the school.

It is also recognises the change in law in October 2007 when the legal age of sale of tobacco increased from 16 to 18.

2. LEGISLATIVE BACKGROUND

2.1 Under the Public Health Act of 2006 (The Smoke Free Regulations) Montgomery High School is a totally smoke free site. Health and Safety Executive Inspectors can take enforcement action if necessary in these circumstances, but ultimately it will be for the Courts to decide on any action.

3. RESTRICTIONS ON SMOKING

3.1 Smoking and/or the possession of smoking materials (including but not limited to tobacco products, lighters, matches and electronic cigarettes) is not allowed anywhere within the boundary of the site under any circumstances. Infringement will be addressed through both sanctions and smoking cessation support.

OTHER ISSUES

4.1 There is no formal policy on how often staff should be allowed to take a break to smoke off site, as it is the aim of the policy to discourage smoking at work. Adults employed by the school, who continue to choose to smoke during their working hours, must take full regard of their responsibility as a role model to young people and smoke off site out of view of students and other staff and not inconvenience members of the school, the public or local residents with smoke pollution or litter associated with smoking materials.

4.2 Managers need to apply a common sense approach and could reasonably allow occasional short absences, equivalent but not additional to tea/coffee breaks, during customary break times.

4.3 Employees are expected not to abuse any such privilege and non-adherence to such informal arrangements. Non compliance to this statutory policy, with a legal requirement that this is a smoke free site, will make them liable to disciplinary action.

4.4 The above represents The Montgomery High School policy and is expected to be observed by all and enforced by management where non-compliance is observed.

4.5 This requires management to communicate it to staff and especially new staff. It should form part of local induction training and be included, or at least referred to, in information made available to job applicants, so as to minimise new staff having unforeseen difficulties in complying with the policy.

Linked Policies – Drug Policy

Drug Policy Guidance

Behaviour Policy

Equity and Diversity Impact Assessment

Date: 21/10/13	Policy/Activity: No Smoking Policy	Assessor: HT
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Number	Protected Characteristics	Any Concerns Arising?	Details of Concerns	Recommendations
1	Disability			
	Example: physical disabilities, learning difficulties or medical needs			
	Young carers/carers			
2	Gender			
	Females/Males			
3	Sexual Orientation			
	Example: Gay, lesbian			
4	Gender Reassignment			
	Gender Reassignment			
5	Race/Ethnic Group			
	Example: Black, Asian, Chinese, etc			
6	Pregnancy/Maternity			
	Pregnancy or maternity/paternity			
7	Marriage/Civil partnership			
	Marriage/Civil Partnership			
8	Religion or Beliefs			
	Example: Jewish, Muslim, Christian etc			
9	Age			
	Age			