



**Greys
Education
Centre**
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Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 24: You have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

Smoking/Vaping Policy

Policy Status: Recommended

Review Cycle: 2 Years

Owner: Headteacher

Date: June 2025

Approved by: Greys SLT

Date: June 2025

Review Date: June 2027

The Law

From the 5th November 2024, the Government introduced the [Tabacco and Vapes Bill](#). The bills aims were to:

- phase out the sale of tobacco products across the UK to anyone ages 15 or younger;
- extend the indoor smoking ban to specific outdoor spaces – with children's playgrounds and outside schools and hospitals as part of the consideration;
- place bans on tobacco and vape advertising, as well as powers to restrict the flavours, display and packaging of all types of vapes, as well as other nicotine products;
- disposable vapes were also banned from the 1st June 2025.

The law also requires no smoking signs to be displayed in all smoke free premises. Signs must make it clear that the premises are smoke free and be displayed in a prominent position. The sign must be at least A5 in size and display the international no smoking symbol and the words 'No Smoking. It is against the law to smoke on these premises.'

All members of staff should be consulted on a smoking policy or, alternatively, the adoption of a no smoking or vaping policy in order to seek views and allow discussion before a governing body adopts a policy. It is advisable to involve local representatives of trade unions/ professional associations in any consultation process.

Staff Smoking/Vaping Policy

Members of staff are expected to be on site at all times, apart from lunch times, unless agreed by SLT.

The following have been agreed:

- Smoking or vaping should only take place in non-contracted hours for all members of staff. Therefore, smoking should only take place before the day commences and at lunch break;
- Smoking or vaping should never affect supporting lessons and being on time for lessons;
- Smoking or vaping should not be visible to pupils or visitors. This means there is no smoking on site or in the vicinity of school buildings;
- Initially, consequences of not following this policy will result in a discussion with your Line Manager. This may ultimately result in disciplinary proceedings.

What are the benefits of reducing or eliminating smoking in the workplace?

Generally speaking, smokers are more prone to illness than non-smokers and even passive smoking can have a detrimental affect on a non-smoker. Absenteeism due to sickness and the number of ill-health retirements could therefore be reduced.

A cleaner, healthier and better environment will improve comfort and morale of staff.

There would be a reduced health and safety risk, not only in relation to personal illness but also in relation to fire hazards.

A smoking and vaping policy to reduce or eliminate smoking would provide an incentive to members of staff who wish to cut down or stop smoking altogether.

What are the effects of Passive Smoking?

Passive smoking can cause immediate irritation to non-smokers' eyes, nose, throat, lungs etc.

Longer term there is a potential risk of damage to lungs and even the development of lung cancer in non-smokers.

There are certain groups of people who are particularly at risk from smoke due to the following conditions:

- asthma
- hay fever
- bronchitis
- heart problems
- emphysema
- pregnancy

Which areas of the school should be covered by the policy?

Smoking and Vaping is banned in all school buildings and grounds. This recommendation is supported by the trade union and professional associations and by Occupational Health.

What assistance will be offered to smokers who wish to reduce or stop smoking altogether?

Details of organisations who can supply information and advice to smokers should be made available to staff who wish to reduce or to stop smoking altogether. Sources of information are given below:

- General Practitioners and Practice Nurses
- Occupational Health Adviser (01234) 228298
- External agencies such as:
 - QUIT National Society of non-smokers
National Helpline (freephone) (0800) 002200 between
12 noon and 7.00pm
 - Action on Smoking and Health (ASH) 0207 404 0242
 - NHS Smoking helpline 0800 1690 169
www.gosmokefree.co.uk