



The Kassia Academy
Part of KINGS ACADEMY TRUST

NO SMOKING/VAPING POLICY

Last reviewed:

Sept 2024

Next review due by:

Sept 2025

We do things differently.....

H. E. R. E

HIGH STANDARDS EMPATHY RESILIENCE EMOTIONAL RESPONSE

Introduction

Second-hand smoking, breathing in other people's tobacco smoke, has been shown to cause cancers, heart and respiratory disease in non-smokers.

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'

In addition, on the 14 February 2006, Parliament voted to introduce a total ban on smoking in all enclosed places by summer 2007.

The Kassia Academy acknowledges that second hand tobacco smoke is both a public and, work place health hazard and have therefore adopted this no-smoking policy.

Aims of the Policy

The policy seeks to:

- Guarantee a healthy working environment and protect the current and future health of employees, pupils and visitors
- Guarantee the right of non-smokers to breathe in air free from tobacco smoke
- To comply with Health & Safety Legislation and Employment Law
- Raise awareness of the dangers associated with exposure to tobacco smoke
- Take account of the needs of those who smoke and to support those who wish to stop

Restrictions on Smoking

Smoking/Vaping is not permitted in any part of the premises, entrances or grounds at any time, by any person regardless of their status or business with the organisation/company. This includes electronic type cigarettes.

Visitors

All visitors, contractors and deliverers are required to abide by the no-smoking/vaping policy.

Staff members are expected to inform visitors to the site of the no-smoking/vaping policy, however, they are not expected to enter into any confrontation, which may put their personal safety at risk.

Vehicles

Smoking/vaping is not permitted in Kassia vehicles or any vehicles being used on Kassia business.

The Kassia Academy is committed to improving the health of its employees and students. The Primary Care Trust (PCT) will provide support and facilities to assist smokers who wish to give up. The number of the PCT Stop Smoking Support Service is 0300 003 0818.

The Kassia Academy Senior Leadership Team will be responsible for ensuring that the policy is implemented within Kassia. Breaches of the policy will be dealt with in accordance with normal disciplinary procedures.

Monitoring and reviewing

This policy will be reviewed on an annual basis to ensure that it continues to meet the aims.

Comments related to the maintenance of this policy should be directed to the Head of School.