

Penllergaer Primary School No Smoking Policy

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships – Linked to Articles 6, 33, 36 (CRC)

INTRODUCTION

Second hand smoke is a known health hazard. In 2004, the Government's Scientific Committee on Tobacco and Health reported that the increased risk to non-smokers of lung cancer from exposure to second hand smoke was 24% and the increased risk of heart disease 25%. In provisions made under the Health Act 2006, all enclosed and substantially enclosed workplaces and public places will be legally required to be smoke free.

The following policy has been adopted by Penllergaer Primary to take all possible steps to protect employees from second hand smoke exposure and to comply with legislative requirements. All City and County of Swansea Schools, Public and Council buildings are designated no smoking places. Smoking including e-cigarettes, is prohibited in Penllergaer's premises and on the surrounding grounds, including the car park.

Employees who wish to smoke may do so in their own time during lunch breaks outside the school grounds. Employees will not be permitted to smoke whilst carrying out their duties and responsibilities.

The dangers of Smoking is part of our school curriculum and features in our Substance Use and Misuse planning, including information on parents adults smoking in cars when children are present and peer pressure demands.

IMPLEMENTATION AND ENFORCEMENT OF THE POLICY

The Headteacher will be responsible for the promotion and maintenance of the policy by their staff. Appropriate signage is displayed around the school. Employees should inform the appropriate manager of anyone who fails to comply with the policy. Employees not complying with the policy will be referred to Occupational Health/their manager for support subject to the usual disciplinary procedure. Visitors not adhering to the policy will be asked to comply or leave the premises or site.

All job applicants will be made aware of the policy via application packs. Applicants will be reminded of the policy at interview stage. A copy of the policy will form part of new employees' induction packs. Training and guidance on enforcing the policy will form part of new managers' induction process.

SUPPORT FOR THOSE WHO SMOKE

Penllergaer recognises that smoking is an addiction and that the smoking policy will impact on smokers' working lives. Penllergaer Primary wishes to support employees who want to stop and help individuals adjust to this change. We will actively encourage each employee who smokes, and wishes to stop, to seek professional help from the local NHS Stop Smoking Service, their GP or other recognised method of smoking cessation. The LA's Occupational Health department can provide smoking cessation support/information on free local NHS stop smoking services.

REVIEW OF THE POLICY

The policy will be reviewed annually by the Headteacher or sooner should guidance change.