



Achieving excellence together

Non-smoking/Vaping Policy

Approved by:	Trust Board		
Responsible department:	Core MAT Team		
Last review date:	August 2025	Last reviewed by:	COO
Last updated:	August 2025	Last updated by:	COO
Next review due :	August 2026		

RATIONALE

Under the Health and safety at Work Act 1974, employers are obliged “to ensure, so far as practical, the health, safety and welfare at work of all employees”. In 1988, findings produced by the Independent Scientific Committee on Smoking and Health concluded that all scientific evidence was consistent with passive smoking causing an increase in the risk of lung cancer. The Government accepted these findings and advice and their recommendations were further endorsed in the Government’s White Paper ‘The Health of the Nation’ (June 1992).

Changes to the United Kingdom Health and Safety Law, which came into force in 1993, require that employers minimise risks by introducing preventative measures, which means introducing a non-smoking policy.

A policy that discourages smoking from the earliest age is of vital importance to the health of our society and to the future health of our pupils. A policy that acknowledges non-smoking/vaping as the norm in academies provides a positive role model for our pupils. It shows by example that smoking is an anti-social activity and it allows education about the dangers of smoking to be introduced into the curriculum in a valid and constructive way.

AIMS

1. To provide all who work in and visit the academy with a healthy, smoke-free atmosphere.
2. To acknowledge non-smoking as the norm.
3. To provide a positive role model for the pupils.
4. To demonstrate that positive action on smoking is being taken.
5. To provide a written statement that can be given to new employees as they join the academy.

BROAD GUIDELINES

1. Smoking within the academy premises will not be allowed. Smoking includes cigarettes, cigars and herbal cigarettes and it also applies to electronic cigarettes (also known as e-cigarettes). This applies to all staff, pupils and visitors to the school e.g. parents, visiting suppliers, temporary staff, contractors and governors.

2. Smoking or vaping is not permitted in any part of the school site at any time. This includes all school buildings and the outside areas of the school including playgrounds, sports fields or car parks.
3. In all dealings with pupils, non-smoking will be acknowledged as the norm.
4. Clear signs will be displayed in all reception areas so that everyone entering knows that smoking is not allowed inside.
5. Encouragement and opportunities for counselling will be offered to any employees who are trying to stop smoking.

EQUAL OPPORTUNITIES

All pupils and staff will have equal opportunity of access to a healthy and smoke-free environment. (NB No law provides any protections or privileges for non-smokers.)

DISCIPLINARY ACTION

The day to day implementation of this policy is the responsibility of the whole school community and everybody has duty to respond to breaches of this policy. Any persons who smoke on the premises will be asked to extinguish the offending item and/or leave the premises.

If any members of staff wish to smoke, they must leave the school site. Staff who breach the no smoking or vaping policy will be advised that this will result in disciplinary action.

Breaches of this policy by pupils will result in suspension and the involvement of their parents.

MONITORING AND REVIEW

The Trust Estates Manager will act as the Non-smoking Policy Co-ordinator and will deal with any matters regarding the implementation of the policy that might need clarification.

This policy will be reviewed and evaluated in line with the Trust's Policy Monitoring Schedule.