



# GALILEO

## MULTI ACADEMY TRUST

### SMOKE FREE POLICY

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This document applies to all schools and operations of the Galileo Multi Academy Trust:  
[www.galileotrust.co.uk](http://www.galileotrust.co.uk)

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## Introduction

Galileo Multi Academy Trust acknowledges that second hand tobacco smoke is both a public and workplace hazard and have therefore adopted a smoke free site policy. The purpose of this policy is to describe how the Trust will fulfil its legal obligation to provide, a smoke free working environment for our employees, visitors and pupils.

85% of the adult population in England (2016 Annual Population Survey) do not smoke, yet smoking kills approximately 79,000 people annually in the UK. 3% of 11 – 15 year olds in the North East smoke which is above the national average, by the age of 15 years 10.7% in Newcastle report smoking occasionally or regularly (What About Youth Survey, 2015) which is higher than the England average of 8.2%. Rates of smoking among young people in Newcastle, whilst reducing remain above England averages. The Health Related Behaviour questionnaire (Newcastle City Council, 2015) revealed that 1% of primary school pupils and 11.7% of secondary school pupils reported smoking occasionally or regularly. 2% of primary school pupils said they will smoke when they are older, 11% said 'maybe'.

The government continues to emphasise the dangers of second hand smoke to health and has legislated to reduce the risk of second hand smoke through the Health Act 2006 (as amended 2009), which came into effect on or after 1 April 2007;

In addition, all employers have a duty under The Health and Safety at Work, etc... Act 1974 to;

***“Ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees.”***

All school buildings, grounds, car parks and vehicles which serve the public and/or are used for work purposes will be smoke-free. This extends to using electronic cigarettes, otherwise known as 'vaping'. This policy does not aim to dictate whether an employee has the right to smoke, but is concerned with where and when they smoke or vape together with its effect on colleagues and the wider community.

The primary aim is to secure a smoke/vapour free workplace, minimising the effect of tobacco smoke or e-cigarette vapour within the school environment. Employees are not permitted to smoke/vape on school grounds.

The objectives of this policy are to;

- Protect the health of employees, visitors and pupils from the effects of tobacco smoke.
- Acknowledge the educational role of the organisation in discouraging pupils from starting to smoke.
- Support employees who wish to give up smoking and implement a support programme for pupils.

## **Who does this policy apply to?**

This policy covers all employees, visitors, pupils, service users, volunteers, contractors, agency staff and all other persons who enter the grounds and premises of our schools.

Employees and other individuals representing the Trust must also be aware of their responsibilities when working away from the academy buildings and grounds. Smoking is not permitted when working on official academy business.

Where academy premises are used for purposes other than academy related activities the Trust smoke free policy will still remain in operation.

## **Responsibilities**

The Local School Board (LSB) of each school have overall responsibility for implementing and evaluating the policy within their individual school. The Headteacher is responsible for ensuring that the policy is adhered to within the school and must ensure it is effectively implemented and consistently applied. All employees have a responsibility to ensure this policy is implemented and any individual will be supported if they challenge anyone breaching the policy. Caretakers must ensure clear and appropriate signage is posted around the school buildings, grounds and facilities.

## **Reviewing the policy**

The operation of this policy will be kept under review and such changes will be made to the policy as deemed appropriate following necessary consultation with the Trade Unions. This includes the elimination of unlawful discrimination, promoting diversity as a positive force and valuing and celebrating a diverse workforce and community.

## **Breaches of the policy**

Where an individual or group of individuals infringe this policy, the Headteacher shall remind them of this policy's requirements and that breaches may be dealt with under the Trust's disciplinary procedure which could ultimately lead to the dismissal of the employee.

Pupils found smoking will undergo appropriate consequences for example;

- Intervention of behaviour team;
- Loss of privileges/supervision over free time/after school detention;
- Awareness session on the dangers of smoking;
- Letter home to parents/carers;
- Details on support stop smoking services;
- Referral to a drop in session with school nurse;
- Repetition or refusal may result in fixed term exclusion.

Galileo has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and learn at Galileo.