



Policy adopted on: 1st May 2018

Date of review: September 2020

Responsible person: Business Manager

No-Smoking Policy

It is the policy of the Boulevard Academy that all employees and students have a right to work in a smoke-free environment, this also includes the use of e-cigarettes. The whole of the academy premises, including all outside areas are smoke-free.

This policy applies to all employees, consultants, contractors, students, visitors and hirers of all academy facilities.

Smoking is prohibited on all academy premises.

Implementation

Overall responsibility for policy implementation and review rests with the Principal.

All staff are obliged to adhere to, and implement the policy. This means that all staff have a responsibility to point out to any fellow employees, students and visitors, that it is unlawful to smoke in or on any part of the academy grounds and that person should extinguish their cigarette/e-cigarette, cigar etc. immediately.

The Academy Business Manager shall be responsible for ensuring all staff, visitors, contractors and hirers are informed of the policy and their role in compliance, implementation and monitoring of the policy. All new employees will be given a copy of the policy on recruitment.

In accordance with the Regulations appropriate 'No smoking' signs will be clearly displayed at the entrances to and within the premises.

Enforcement

The enforcement of this total smoking ban will be the responsibility of all designated responsible persons within the academy.

Staff are authorised to ask non-employees who breach the policy to leave the premises.

The smoking policy will apply to all activities held on academy premises including those held outside of the academy hours. This includes all social and sporting events and any meetings organised which are attended by academy employees as part of their work and/or visitors to such meetings/events.

Employees should avoid being seen smoking in public in sight of students, parents and visitors in order to reinforce a comprehensive approach.

Consequences for non-compliance

There are legal penalties for the non-compliance with the Health Act 2006. The academy premises could be subject to random inspection by local authority enforcement officers and any reported breach may result in a fixed penalty fine of £50.

Non-compliance by students will be dealt with in accordance with the Academy Disciplinary Policy

Non-compliance by employees will be dealt with under the Staff Disciplinary Policy. Employees who raise concerns about breaches of this policy will be protected from victimisation.

Non-compliance by hirers may result in the immediate cancellation, without compensation, of any lettings agreement.