



Cherry Tree
EDUCATION

CHERRY TREE SCHOOL NON SMOKING POLICY

DATE AGREED / REVIEWED: SEPTEMBER 2017, SEPTEMBER 2018, SEPTEMBER 2019, SEPTEMBER 2020, SEPTEMBER 2021, SEPTEMBER 2022, SEPTEMBER 2023

DATE OF NEXT REVIEW: SEPTEMBER 2024

HEADTEACHER SIGNATURE:

MANAGEMENT COMMITTEE CHAIR SIGNATURE:

ALL STAFF MUST HAVE ACCESS TO THIS POLICY, AND SIGN TO CONFIRM THAT THEY HAVE READ, UNDERSTOOD AND WILL ADHERE TO ITS CONTENTS.

Cherry Tree Non-Smoking Policy

Aims

The Cherry Tree Non-Smoking Policy aims to fulfil the obligation as set out in law to "develop and foster a healthy organisation for staff" and "to give non-smokers the right to work in an environment that is free of tobacco smoke, whilst acknowledging the needs of people who do smoke."

For the sake of this policy and any procedures implemented around the school, the words smoke or smoking will also mean vape or vaping.

Procedures

Cherry Tree acknowledges that people may need to take breaks during the working day, including breaks to smoke, however in accordance with Cherry Tree policy, these should be minimal and in agreement with the relevant line manager.

Cherry Tree staff who are smokers are expected to go, in groups of no more than two, to designated areas only which must be away from the view of pupils or anywhere within view of the School including the car parking areas. Smoking is not permitted in any company cars.

Senior staff are responsible for ensuring that relevant staff comply with this policy. Persistent and/or intentional breaches of the policy will lead to disciplinary action under the Disciplinary Procedure.

Any visitor to our premises breaking the conditions of this policy will be asked to stop smoking or to leave the premises.

Pupils are not allowed to smoke at or anywhere near the school premises and all pupils receive education with regard to smoking as part of their PSD education. (See Drug and Alcohol Policy)

**This policy will be reviewed annually by the Headteacher
and or the Management Committee**