

# Ebrington Primary & Nursery School



## Policy on Smoking on School Grounds 2019-2020

To be reviewed June 2021 unless there is significant change in the school practice or policy

Signed \_\_\_\_\_ (Chair of Governors, Ebrington PS & NU)

Date \_\_\_\_\_



# Ebrington PS & NU

## Smoking Policy

### 1. Board of Governors Policy Statement

The Board of Governors of Ebrington PS & NU is committed to the active promotion and ultimate achievement of the goal of a smoke free working environment for all its employees consistent with the objective of health protection and promotion within an educational setting. This policy is based on TNC document 2000/03 as amended in June 2014 and as such has been agreed by the recognised teaching unions. The use of electronic cigarettes was not covered in the legislation as they did not exist at that time; however, this policy affords e-cigarettes the same restrictions as tobacco, for the following reasons:

- the safety of e-cigarettes has not been scientifically demonstrated as the chemicals used have not been fully disclosed and there is no adequate data on their emissions.
- there is a lack of peer-reviewed evidence on their value in helping smokers cut down or stop.
- concerns that e-cigarettes might reinforce the smoking habit as they are designed to closely mimic smoking actions

### 2. Smoking Policy Objectives

- 2.1 To protect non-smokers from the adverse health effects of environmental tobacco smoke in the workplace. Protection also applies to the use of e-cigarettes for reasons outlined in paragraph 1 above.
- 2.2 To demonstrate the school's commitment to promoting the health of pupils and staff.
- 2.3 To provide information and advice for those who wish to stop smoking.

### 3. Summary of Employer Statutory Obligations

- 3.1 Employers are required by the Health & Safety at Work (Northern Ireland) Order 1978 to ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees and others who use their premises.
- 3.2 Article 4(2) (e) of the Order requires that, so far as is reasonably practicable, the working environment is safe, without risks to health and adequate as regards facilities and arrangements for employees. In addition, under Article 8, employees must take reasonable care of their own health, safety and welfare, as well as that of others and must co-

operate with their employers' efforts to discharge any statutory health and safety duties placed upon them. Such statutory duties are reinforced by a common law duty of care.

- 3.3** The Health and Safety Inspectorate recommends that all employers should have a specific written policy on smoking in the workplace which gives priority to the needs of non-smokers who do not wish to breathe tobacco smoke. The same principle applies to the use of e-cigarettes for reasons outlined in paragraph 1.

#### **4. SCHOOL SMOKING POLICY**

- 5.1** Ebrington PS & NU will be a non-smoking school, including the use of e-cigarettes, as of 1<sup>st</sup> December 2019.

- 5.2** All staff (teaching, peripatetic, support and non-teaching) as well as visitors and pupils may not smoke while on school premises. The prohibition of tobacco or e-cigarette smoking will apply during related school activities undertaken outside school premises, e.g. Educational Visits.

The introduction of the Policy will provide a lead in period to enable staff to adjust to the new arrangements.

- 5.3** After Policy implementation, failure to comply with its provisions will be dealt with through the Disciplinary Procedures.

#### **5. Policy Implementation**

- 6.1** Members of staff will be given a copy of the Policy which will become part of their contract of employment.
- 6.2** Parents will be informed of the introduction of the Policy.
- 6.3** Members of staff will inform school visitors of the Policy.

## **6. Pupils**

The present rules forbidding tobacco smoking while on school premises, or while engaged in school related activities outside the school, will remain unchanged and the use of e-cigarettes is also forbidden.

## **7. School Premises Utilised Outside Normal School Hours**

When school premises are used for purposes other than school related activities the school smoking policy, that includes a restriction on the use of e-cigarettes, will remain in operation.

## **8. Policy Review**

This policy was ratified by the Board of Governors of Ebrington PS & NU on

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Signed

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Chair, Ebrington PS & NU Board of Governors

This policy will be reviewed on or before June 2021