# St. John the Baptist R.C. Primary

# School Smoke and Vape Free Policy

**OUR MISSION STATEMENT**

"Love one another"

St John the Baptist RC Primary School is a place of learning in which each individual is encouraged to fulfil their own unique potential. We try always to remember that everyone is special and should be treated with respect. Our Catholic faith touches every part of our school life and we try to be a community which has Jesus at the heart of all we do.

## LANCASHIRE COUNTY COUNCIL POLICY

## (REVISED DECEMBER 2021)

### 1. Purpose

One of the County Council's corporate objectives is to improve health and wellbeing. Lancashire County Council now encompasses Public Health, and one of the key Public Health priorities is to support people to stop smoking. The County Council is committed to reducing rates of smoking and promoting a smoke free lifestyle to all employees, contractors and visitors. The Governing Body of St John the Baptist RC Primary School shares the same belief and has decided to adopt the policy set out below.

The policy applies to all employees of the school and other workers including casual workers, agency workers and volunteers. The policy also applied to visitors and contractors.

The safety of electronic cigarettes (e-cigarettes) has not been fully clinically tested and therefore the World Health Organisation advises that their use should be prohibited anywhere that the use of conventional cigarettes is banned. In view of this, the policy applies to both tobacco cigarettes and e-cigarettes.

### 2. The Council's Smoke-free and Vape-free Work Policy

- Smoking and/or vaping is not permitted at any time when employees or workers are at work;

- Smoking and/or vaping is not permitted when driving whilst on duty or travelling to meetings for school business;
- Smoking and/or vaping is not permitted on school grounds, vehicles, and private or hired vehicles when used for transporting pupils, employees, parents or visitors;
- Smoking and/or vaping, by employees or others, is not permitted on land owned or controlled by the school e.g. car parks, playing fields and playgrounds. This applies whilst on duty and off duty (for example the policy applies to someone smoking in their car on a school or council owned or controlled car park at lunchtime);
- Smoking and/or vaping is not permitted near any windows or entrances to school buildings at any time.
- Staff choosing to smoke or vape must do so in their own time i.e. before or after work, or during their break.
- Employees are not entitled to take specific smoke and/ or vaping breaks during paid working hours.
- Employees who choose to smoke or vape i.e. before or after work, or during their unpaid break must ensure that any identifiable badges/logos are removed or covered up whilst doing so.
- This Policy will be brought to the attention of partnership organisations, businesses providing services and other stakeholders who may interact with the School's employees and students and their co-operation in implementing both the spirit and letter of the policy will be requested and accepted as part of the partnership or working arrangements.
- Any special arrangements in place with regard to employees or private individuals living in School or council owned or controlled residential establishments must comply with the legislation and guidance from the appropriate regulatory bodies. These arrangements must be updated in accordance with any changes to legislation or guidance.
- All School and council owned or controlled buildings and vehicles must display the appropriate smoke-free signage.
- Details of this policy will be included as part of the induction process for new starters.

**3. Electronic Cigarettes/Vaping Devices/Electronic Nicotine Delivery Systems (ENDS)**

E-cigarettes and tobacco are distinct from one another. A lit tobacco cigarette contains tobacco and produces carbon monoxide, tar and smoke whereas an e-cigarette does not contain tobacco and heats up the nicotine liquid as opposed to burning it.

As an organisation the council will not support the use of e-cigarettes indoors as the council has a responsibility for the health and wellbeing of its employees. The long term health effects of e-cigarettes are currently uncertain and bystanders expect no risk increase from any product in the air they breathe.

The current position of the council is in accordance with Public Health England (PHE), acknowledging that e-cigarettes are substantially less harmful to health than smoking but are not risk free. An independent review commissioned by PHE and endorsed by the Royal College of Physicians estimates e-cigarettes are around 95% less harmful than tobacco cigarettes.

At present there is no e-cigarette which has been medically approved by the Medicines and Healthcare Regulatory Agency (MHRA) and these are not available on prescription.

**4. Implementation**

Managers should ensure that appropriate arrangements exist for implementing the policy within their own service areas and/or areas of responsibility.

**5. Information and support for employees**

The council is committed to protecting the health of its employees and promoting healthy behaviours and will provide support to those employees who want to stop smoking. With support from the local specialist stop smoking service, tobacco and nicotine users are **three times more likely** to quit than going it alone. They can help with one to one support and access to licensed medicines that can be used to help to beat the cravings.

Information on smoking cessation is available on the NHS choices website and from district council's locally. The council will promote and support (in conjunction with the LCC commissioned service) campaigns to discourage people from smoking and provide information and support from the local service.

For help to quit smoking and/or the use of e-cigarettes call your local LCC Commissioned service:

By telephone: 0800 328 6297

By website: www.quitsquad.nhs.uk

NHS Smoking Helpline: 0300 123 1044 or go to www.nhs.uk/smokefree

NHS Pregnancy Smoking Helpline 0300 123 1044 or go to www.nhs.uk/smokefree

As recommended by PHE (2018) the service provides behavioural support to smokers who use an e-cigarette. If you are looking for advice to purchase an e-cigarette please access a reputable retailer or a member of the Independent British Vaping Association (IBVTA). Details can be found at: https://www.findavapeshop.com/

**6. Breaches of the Policy**

Managers need to take action if an employee or worker smokes in contravention of this policy. A record of any action taken should be recorded.

Breaches of the policy by employee may lead to disciplinary action.

Visitors who are smoking or vaping on council premises/grounds will be informed of the Smoke-free and Vape-free Work Policy and asked to stop smoking/vaping. If this is not acted upon immediately the visitor will be asked to leave.

**7. Monitoring of the Policy**

The operation of this policy should be monitored by individual managers and supervisors within their own team and areas of control to ensure compliance.