



Non-Smoking Policy

Policy Statement

We comply with health and safety regulations and the Welfare Requirements of The Smoke Free Regulations 2006 in making our building a no-smoking environment - both indoor and outdoor. This includes the use of e-cigarettes.

Procedures

All staff, and volunteers are made aware of our Non-smoking Policy.

No-smoking signs are displayed prominently.

The Non-smoking Policy is stated in information for staff and volunteers.

We actively encourage no-smoking by having information for staff and volunteers about where to get help to stop smoking if they are seeking this information.

Staff who smoke will be able to take short smoking breaks away from the building in line with their contracted hours and at a time convenient with other members of the working team.

E-cigarettes are not permitted to be used on the premises.

Staff are made aware that failure to adhere to this policy and procedures may result in disciplinary action.

It is a criminal offence for employees to smoke in smoke-free with a fixed penalty of £50 or a fine of up to £200.

Legal framework

The Smoke-free (Premises and Enforcement) Regulations 2006

www.opsi.gov.uk/si/si2006/20063368.htm

The Smoke-free (Signs) Regulations 2007

Our commitments:

This policy was written/reviewed by	Staff: Fiona Wilson
Adopted by	Trustees and Staff
Date	8 Jan 2021
Review date	8 Jan 2022

