

TASKER MILWARD VC SCHOOL

SMOKING POLICY

Issue No	Author/Owner	Date Written	Approved by Governors on	Comments
Issue 2	HT	Nov 2009 Reviewed 2012	Nov 2009 Nov 2012	No change necessary

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Tasker Milward School has implemented the legislation of April 2007.

All members of the school community and employees will be required to adhere to the policy, as will members of the public.

Smoking is not allowed in any building of Tasker Milward School nor within the school grounds.

MANAGEMENT

The school governors have a duty to ensure that the health and safety of all their employees is maintained and that their well-being is sustained at the optimum level. It will be the responsibility of the governing body and the Head Teacher to ensure the policy is implemented and that all employees are aware of it and work within it.

EMPLOYER'S RESPONSIBILITIES

The governors will ensure that in all areas of recruitment, all potential employees will be made fully aware of the smoking policy prior to taking up employment with the school.

EMPLOYEE'S RESPONSIBILITIES

It will be the responsibility of each individual employee to uphold and comply with the Smoking Policy. The governors consider that persistently acting in contravention of the policy is a matter which may reasonably be dealt with through the disciplinary procedure. This is consistent with other governing body employee relations strategies.

ADVICE AND HELP

The governors have a duty to promote good health guides and practices for all employees. Consequently for those employees who smoke, and who may be considering quitting, or who have quit, practical advice and help should be sought from the employees GP or from Pembrokeshire County Council.

