



Fairway
Primary
School

Smoke/Vape Free Policy

Member of staff responsible:	Alison White
Date policy written:	January 2026
To be reviewed:	EVERY THREE YEARS
Date approved/reviewed by Governing Body:	March 2026

STATEMENT OF INTENT

Stockport Metropolitan Borough Council (SMBC) has a statutory duty under the Health Act 2006 to ensure that all enclosed public places and workplaces are "smoke free". In addition, the Council has a duty of care to ensure, so far as is reasonably practicable, the health, safety, and welfare of its employees whilst they are at work.

The Council is committed to promoting health and preventing disease for all its employees. This policy recognises that there is overwhelming evidence that smoking and the inhalation of passive smoke is detrimental to health and that as an exemplar employer, it has a responsibility to provide a healthy working environment.

AIMS

This policy contributes to ensuring and improving the health and safety of its employees by making all council-owned or leased offices/occupied buildings which are either wholly or substantially enclosed*, smoke-free in compliance with the Health Act 2006.

*" Substantially enclosed" means if there is a ceiling or roof where the permanent openings in the wall or perimeter are less than half the total area of the walls - known as the "50% rule" - no account is taken of any door or window openings.

The further objectives are:

- a) To improve the health of employees by providing help to those smokers who wish to stop smoking.
- b) To protect colleagues and the members of the public from the effects of breathing in other people's tobacco smoke
- c) To protect the Council from the threat of prosecution or litigation because of smoking in the workplace or enclosed public place.
- d) To promote the aims of public health and to support the Council's Public Health Strategy
- e) To prevent negative public perception being formed by preventing groups of SMBC colleagues smoking or vaping in or around council buildings.
- f) Minimising the risk to employees who work in clients/service user's homes/accommodation – separate guidelines will apply.

DEFINITIONS

Smoking –

Where the term smoking appears, it refers to the use of any tobacco containing products such as cigarettes, cigars, and pipes.

Vaping - Where the term vaping appears, it refers to electronic devices commonly known as vapes or e-cigs used to inhale nicotine and flavourings.

TIME TO SMOKE/ VAPE

Any one who wishes to smoke or vape should do so in their own time off the school premises away from any gates or entrances to the school site.

NON COMPLIANCE WITH THIS POLICY

If any employee does not comply with this policy, they will be:

- Informed of the policy.
- Offered information about smoking cessation support.
- Asked to discuss the issue with their line manager.

If employees continue to ignore this policy, then disciplinary procedures will be followed as a last resort.