SEBMAT

Slough and East Berkshire
C of E Multi Academy Trust

No Smoking Policy

	Discretionary
Owner:	SEBMAT Directors and Local Governing Bodies
Ratified by Trustees/Directors	Sep 2026 Signature: V Mehta
Date Policy to be reviewed	Sep 2030

The Slough and East Berkshire CofE Multi Academy Trust is committed to protecting the health, safety and welfare of all those who work for us by providing a safe place of work and protecting all workers, service users and visitors from exposure to smoke.

All of our workplaces (including vehicles owned or used by the Trust/School) are smoke-free and all staff, students and visitors have a right to a smoke-free environment. This no-smoking policy complies with the Health Act 2006 and associated regulations.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

This policy covers all individuals working at all levels and grades, including Headteachers, members of senior leadership team, officers, directors, employees, central core staff, contractors, trainees, home-workers, part-time and fixed-term employees, casual and agency staff (collectively referred to as "staff" in this policy).

Third parties who have access to our premises (such as consultants, contractors, and visitors) are also required to comply with this policy,

The Trust is committed to a programme of action to make this policy effective and to bring it to the attention of all staff and all staff are required to comply with and support this policy.

All members of senior management have a specific responsibility to operate within the boundaries of this policy, ensure that all staff understand the standards of behaviour expected of them and to take action when behaviour falls below its requirements

Smoking is strictly prohibited anywhere on or in the Trust/Schools' premises and vehicles during staffs' normal hours of work for the School. The ban applies to anything that can be smoked and includes, but is not limited to, cigarettes, vapes, vaping pipes, pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes.

No-smoking signs are displayed around the Trust/School.

Breaches of the policy

Breaches of this policy will be dealt with under the School's Disciplinary Policy and Procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal. Smoking in smoke-free premises or vehicles is also a criminal offence and may result in a fixed penalty fine and/or prosecution.