This Policy has been developed to protect all employees, service users, customers and visitors from exposure to secondhand smoke and to assist compliance with the Health Act 2009.

Exposure to secondhand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

All managers have a responsibility for the maintenance and, where possible, improvement of the health of staff and users of our services.

The policy seeks to;

* Guarantee a healthy working environment and protect the current and future health of employees and members of the public.
* Guarantee the right of everyone to breathe in air free from tobacco smoke.
* Comply with Health and Safety Legislation and Employment Law.
* Raise awareness of the dangers associated with exposure to tobacco smoke.
* Take account of the needs of those who choose to smoke and to support those who wish to stop.

The aim of this Policy is to:

* Protect the health of staff.
* Protect the health of visitors, contractors and users and/or clients of our services.
* Inform staff and managers of their responsibilities in respect of this Policy.
* Support smokers to help them cope with increased restrictions on their smoking during the working day.
* Promote the culture of a smokefree organisation.

This Policy will apply to all staff, visitors, contractors and other persons who enter the premises of this workplace.

**Restrictions on Smoking**

Smoking is not permitted in any part of the building including Workshops and Offices, also Company Vehicles including Vans, Cars, Lorries and Machine Cabs are designated as Smoke-free Areas and will carry appropriate signage.

The company has a designated smoking area on the yard area of the site which must be used by all persons when smoking regardless of their status or business.

All visitors, contractors and deliverers are required to abide by the Smokefree Policy and Staff members are expected to inform all visitors of this policy.

All employees are responsible for complying with this Policy and responsibility for implementation rests with the management. Day-to-day responsibility lies with everybody. To ensure that everyone understands that smoking is only authorised in the designated area away from buildings, clear signs will be displayed.

Any member of staff refusing to observe this policy by smoking in unauthorized areas may be liable by Disciplinary Action in accordance with the Company Disciplinary Procedure.

**E-Cigarettes**

The company prohibits the use of e-cigarettes within the workplace including company vehicles and is to be treated in the same way as tobacco smoking products.

E-cigarettes fall outside of the scope of smoke-free legislation; the company is concerned that the use of e-cigarettes might undermine existing restriction on smoking by misleading people to believe it is acceptable to smoke in the workplace.

Signed: …………………………………………………………. Date: March 2021

 Mr. Paul Helks

Compliance Director