

GLC SMOKING AT WORK POLICY

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This Policy will be reviewed by the GLC Board on :	Spring 2025

GLC Mission Statement

The GLC's mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking;
- An inspiring and meaningful curriculum;
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life;
- A commitment to the wellbeing of our staff;
- A culture of professional generosity, collaboration, challenge and support throughout the GLC;
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLC's commitment to equality is enshrined in our mission statement to develop 'active and thriving citizens within a diverse, truly fair and equal community'.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

GLC Smoking at Work Policy

1. INTRODUCTION

- 1.1 It is the intention of the Gateway Learning Community [GLC] to promote and protect the health and well-being of its employees, pupils and visitors. There is a recognition that smoking is bad for health. Moreover, those working with young people are in a unique position to act as positive role models and have a responsibility to send out consistent messages about the hazards of smoking.
- 1.2 This Policy applies to all employees, directors, governors, pupils, parents and other users of, and visitors to, GLC Academies.
- 1.3 Following Government legislation, all GLC sites are deemed as non-smoking. For the purpose of this policy, the site is defined as all areas within the fenced boundary of each GLC Academy.

2. RESTRICTIONS ON SMOKING

Smoking is not allowed anywhere within the GLC Academy sites.

3. Guidance to those staff who wish to exercise their right to smoke

- Staff wishing to leave the site to smoke must follow the procedure for any member of staff leaving the site, i.e. sign out at reception.
- NB- in the event of a fire, an accurate list of staff is essential.
- Cigarette breaks for teaching staff may not be taken during directed time.
- Support staff will only be able to smoke during their designated breaks.
- Those staff who choose to smoke must be out of sight of children and the general public.

4. The GLC is anxious to support all those members of staff who wish to give up smoking. Support can be negotiated via the GLC Personnel Office.

Any member of staff wishing to give up should speak with the HR Manager.