



Smoking Policy

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1. Introduction

- 1.1 The Health & Safety at Work Act 1974 places a duty on employers to 'provide and maintain a safe working environment which is, as far as reasonably practical, safe, without risks to health and adequate as regards to facilities and arrangements for their welfare at work.'
- 1.2 The Health Act 2006 came into effect in 2007. The legislation made provision for the prohibition of smoking in work premises, places and vehicles. NMITE has adopted a policy on smoking that is designed to secure a healthy and safe environment for students and staff.

2. Scope

- 2.1 This policy applies to all NMITE staff and students, as well as visitors, volunteers, Trustees and contractors whilst on NMITE premises.

Smoking is prohibited:

- Within all NMITE work, work related, public and student premises;
 - Within vehicles owned and operated by NMITE;
 - Within leased vehicles used during NMITE business;
- 2.2 The aim of the smoking ban is to protect non-smokers from the harmful effects of passive smoking.
- 2.4 This prohibition includes the smoking of e-cigarettes (and 'vapes').



3. Policy

- 3.1 NMITE recognises that it has both a moral and legal duty to ensure, as far as reasonably practicable, that employees, students, visitors, volunteers and trustees have the right to work, study or visit without being exposed to tobacco smoke.
- 3.2 In order to promote the health & safety of students and staff, NMITE will endeavour to ensure that its premises are free from tobacco smoke.

4. Non-Compliance

Any breach of this policy may constitute a disciplinary offence. Smoking within NMITE premises or public buildings will constitute a clear breach of this policy.

5. Help to stop smoking

NMITE is committed to providing support to those employees who wish to stop smoking. HR may be able to signpost employees to local organisations that offer advice on a one to one basis. This will be dependent on local initiatives that are available at the time of the enquiry.