



No Smoking Policy Staff & Students

Reviewed Date: September 2025

Next Review due: September 2026

Rationale

This policy sets out the Academy's approach and response to smoking on school site by staff and students.

In 2006's Public Health Act, smoking was made illegal in virtually all enclosed public and work places (including vehicles). In addition, passive smoking (the breathing in of others' exhaled smoke or tobacco) has been proven to affect the health of non-smokers, including (but not exclusive to) increasing the risk of heart disease and lung cancer. It is fundamentally important to ensure that Thornhill Community Academy is a smoke-free site, and this relies on staff and students contributing to ensure this is the case. It is also important that the Academy supports those (both staff and students) who wish to stop or significantly cut down on smoking.

Smoking is strictly forbidden both within the Academy and on the Academy grounds as outlined by the 2006 Public Health Act. On no account are cigarettes or smoking materials (including e-cigarettes and shisha pens) to be brought into the Academy by students. If students are seen to have, or found to have, cigarettes or smoking materials on their person, these will be confiscated and retained. The Academy reserves the right to pass any relevant materials on to external agencies (including the police), if appropriate. It is also against the law to sell cigarettes/e-cigarettes and smoking materials to any person under the age of 18.

Students

Although we recognise that smoking may be an addiction, it is, for all students illegal to smoke whilst in the grounds of the Academy. Even for those students who are 16, it is still both against the Academy's rules to smoke, and illegal to purchase cigarettes. The Academy upholds the following principles and approaches to students' smoking:

- Smokers will never be ignored – it is dangerous, anti-social and against the Academy's rules

- Smoking is not allowed anywhere inside the buildings, around the grounds or while students are in uniform – including the journey to and from the Academy
- Any student caught smoking, associating with a group who are smoking, or selling smoking materials will be sanctioned in accordance with the Academy Behaviour Policy/Sanctions System

We wish to encourage a culture of non-smoking in the Academy, through supporting those students who *do* smoke, to stop. However, when students are caught smoking, the following sanctions are in place:

- When a student is caught smoking by a member of staff, that student will be given an Academy detention for the offence
- Cigarettes, lighters, matches and any other smoking materials must be handed over to the member of staff and will not be returned
- When a member of staff catches a student smoking they should fill in an electronic incident report for all smoking incidents. It is important that smoking incidents are reported immediately and logged on SIMs
- Any incident where a student refuses to put out cigarettes or hand cigarettes over will be treated as an act of defiance and will attract the appropriate sanction for this misdemeanour in accordance with the Academy's Behaviour Policy/Sanctions System
- Where appropriate, and a pattern of smoking from a specific student is identified, further intervention – as defined by the Academy – may be introduced. This will be communicated with students/parents/carers. Repeated offences will result in internal exclusion, parental contact being made, and potentially a fixed term or permanent exclusion if the students continues to break the Academy rules regarding smoking
- At all stages, students will be offered and encouraged to engage with smoking cessation support from the Academy's qualified Wellbeing Centre staff in a positive, non-threatening environment

Staff

The Academy wishes to ensure a healthy and safe body of staff, and, as such, smoking falls outside these parameters. If staff wish to smoke, during their work hours, the following must be considered:

- Smoking is not permitted in any part of the Academy's premises and grounds, including car parks
- Smoking in private vehicles during work time is not encouraged so that the driver has full control of the car. If there are any passengers in the car that do not smoke then there must be no smoking. If there are any students in the vehicle then smoking is not allowed
- Smoking is not allowed whilst on duty. Therefore, staff should only be leaving site to smoke

during their formal breaks

- In order to set a good example and lead the way in promoting healthy living initiatives the Academy expects that before smoking, any Thornhill Community Academy identity wear should be removed
- It is also expected that staff will consider the appearance and reputation of the Academy when leaving the premises to smoke and avoid congregating outside entrances and driveways
- The policy applies to staff, governors, visitors and contractors and students regardless of their status or business with the Academy
- All visitors, contractors and deliverers are required to abide by the No Smoking Policy. Staff members are expected to inform visitors and contractors of the Policy. However, they are not expected to enter into any confrontation that may put their personal safety at risk. This will apply during both term and non-term time
- When attending meetings or other events at venues where smoking is permitted, staff are expected not to smoke, both because they are representing the Academy and therefore its strategy on tackling smoking, and because it is important not to expose others to second-hand smoke
- When staff are accompanying a visit, trip or residential outing then staff should never smoke in front of students. If a member of staff needs to smoke then they should arrange to take a break when the students can be fully supervised by other colleagues and ensure they are out of view of students and in an appropriately designated smoking area

Monitoring

This policy will be monitored by Year Leaders and SLT in order to provide evidence of effectiveness and to allow opportunities to evaluate all aspects of the policy.

Review

The policy will be reviewed by SLT and Governors every 3 years.

EQUALITY IMPACT AUDIT AND ACTION PLAN

Put X in the PLUS column to indicate if you judge that the policy has a positive impact on a group.

Put X in the neutral column to indicate if you judge that the policy has a neutral impact on a group.

Put X in the MINUS column to indicate if you judge that the policy has a negative impact on a group.

In making a judgement *due regard* has been paid to the requirement to:

- i. Eliminate unlawful discrimination, harassment and victimization
- ii. Advance equality of opportunity
- iii. Foster good relations

PROTECTED CHARACTERISTICS		PLUS	NEUTRAL	MINUS	ACTION
1	Age		X		
2	Disability		X		
3	Gender Reassignment		X		
4	Marriage and Civil Partnership		X		
5	Pregnancy and Maternity		X		
6	Race		X		
7	Religion or Belief		X		
8	Gender		X		
9	Sexual Orientation		X		
Other					