

# Walthamstow Montessori School

## Smoke Free Policy

### Introduction

Second-hand smoking (breathing in other people's tobacco smoke) has been shown to cause cancers, heart and respiratory disease in non-smokers. The health and safety at work act 1974 places a duty on employers to provide a working environment that is:  
'Safe without risks to health'.

WMS acknowledges that the effect of second-hand smoke is both a public and work place hazard and in line with legislation that came into effect on 1<sup>st</sup> July 2007 banning smoking in the workplace, we have therefore adopted this smoke-free policy.

### Aims of the policy

The policy seeks to:

- \*Guarantee a healthy working environment and protect the current and future health of WMS employees.
- \*Guarantee the right of non-smokers 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.

### Restrictions on smoking

Smoking or vaping is not permitted in any part of the premises, entrances, gardens or other grounds at any time, by any person regardless of their status or business with the school.

WMS employees should not carry cigarettes/e-cigarettes or any vaping equipment on their person whilst on premises.

### Visitors

All visitors including contractors and delivery staff are required to abide by the smoke-free policy. Staff members are expected to inform such visitors of the requirement to conform to the policy without putting themselves at risk due to confrontation.

### Support for smokers

For details of the local NHS Stop Smoking Service the free-phone helpline is:  
0800 169 0 169

This policy was adopted on dated: 1<sup>st</sup> March 2016

Date last reviewed: 10<sup>th</sup> September 2025

Date to be reviewed: 10<sup>th</sup> September 2026

