

## GOAL Smoking Policy

### Background Legislation

1.1 The Health and Safety at Work Act 1974 (The Act) places a duty on employers to provide a working environment for employees that is safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.

1.2 The Smoke-Free (Premises and Enforcement) Regulations 2006 made under The Act require employers to:

- Ban smoking in enclosed or substantially enclosed workplaces (including work vehicles), and enclosed and substantially enclosed places to which the public have access.
- Display no smoking signs at each entrance to smoke-free premises and in smoke free vehicles.
- Enforce a policy to stop people smoking in smoke-free places and vehicles.
- Ensure cigarettes and other smoking materials are extinguished and spent matches properly disposed of.

### Definitions used in this policy

2.1 Electronic cigarette/ e-Cigarette: battery powered product that releases vapour that contains liquid nicotine or other substance and is inhaled by the user

2.2 Vaping is the use of an e-cigarette.

### Policy

3.1. This policy applies to all Service User's, employees, temporary workers, contractors, sub-contractors and visitors to the site.

3.2 **Go-Woman! Alliance** seeks to provide non-smokers the right to work in air free of tobacco smoke, whilst also taking account of the needs of those who smoke.

**Go-Woman! Alliance** is committed to providing a safe and healthy working environment and as such limits the exposure of all workers and visitors to tobacco smoke, operating a strict no smoking policy, unless in designated smoking areas. This policy forms part of **GO-Woman! Alliance** Health and Safety Policy, any breach of this policy will lead to the normal disciplinary procedures being applied.

3.3 Smoking, vaping or being in the possession of lit cigarettes, cigars or pipes is not permitted anywhere on site. If you wish to smoke please smoke (**Entry Gates - Ralph Road**) smoking paraphernalia must be disposed of safely.

3.4 Those wishing to smoke or vape may be permitted reasonable breaks, in agreement with their line management, provided they do not prevent them from carrying out their responsibilities and work duties. No smoking on site If you wish to smoke please smoke **(Off site - Ralph Road)**

3.5 Any failure to comply with this policy may result in disciplinary action being taken or a person may be removed from site.

3.6 Smokers are reminded that it is a criminal offence to smoke in smoke-free areas.

3.7 Any person wishing to stop smoking can access further information here:  
<http://www.nhs.uk/livewell/smoking/pages/stopsmokingnewhome.aspx>

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