



NON-SMOKING & NON-VAPING POLICY

STATEMENT OF COMMITMENT

Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Silva care is committed to protecting all employees, service users, contractors and visitors from exposure to second-hand smoke. The British Medical Association has said that more research is needed to establish the safety of electronic cigarettes. For this reason, Silva Care feels it is prudent to protect all employees, Service Users, contractors and visitors from potential risks associated with vapours produced by these devices. Vaping is also a distraction from supporting service users and could lead to Health and safety incidents, including if it causes distress to service users who do not like the mist or smell associated with e-cigarettes.

POLICY COVERAGE

This policy applies to all employees, both in the premises and in vehicles, and whilst in the community supporting service users. This policy applies to anything that can be smoked, including cigarettes, pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes, and it also applies to electronic cigarettes (also known as e-cigarettes).

LEGISLATION

The Health Act 2006 was implemented in England on 1 July 2007. It is now a criminal offence to smoke in virtually all enclosed public places, workplaces and in public and work vehicles. Managers of smoke-free premises and vehicles have legal responsibilities to prevent smoking and to ensure that 'no smoking' signs are displayed as required by this law.

POLICY STATEMENT

It is the policy of Silva care Ltd that all our workplace buildings are smoke free, and all employees have the right to work in a smoke-free environment. Smoking is prohibited in the work place, including whilst in the community with service users, and whilst in Silva care vehicles, or whilst transporting service users in personal cars. The same prohibition applies to vaping (the use of electronic cigarettes).

Disciplinary procedures will be followed for members of staff who do not comply with this policy. Those who do not comply with the smoke-free legislation may also be liable to a fixed penalty fine and possible criminal prosecution if smoking in public spaces. The NHS offers a range of free services to help people to stop smoking. Any employees wishing to give up smoking will, upon request, be signposted to these services.

Policy completed by Sharon Moore

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