

Trinity Academy Newcastle Trust

No Smoking Policy

Approved by Board of Directors – December 2025
On behalf of the Board

Next Review Date – December 2026

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1. Introduction

This policy applies to all types of smoking including the use of E-cigarettes. Trinity Academy Multi Academy Trust (Trust) has a duty to protect the health of its pupils, employees, service users and the public. The Trust is subject to the law, including the provisions of the Health Act 2006 which came into force on 1 July 2007.

The Trust also has a key role in promoting better health. Smoking related ill health is a major challenge for everyone and the Trust needs to be a model for others to champion smoke free environments and stopping smoking/vaping. Heads of School and the senior leadership team are responsible for implementation and monitoring of this policy.

2. Aims of the Policy

To ensure that the health and safety risks created by smoking/vaping are managed and that pupils, employees and others are not exposed to other people's tobacco/vape smoke

To prevent smoking/vaping by any person within the Academy boundary or immediately outside entrances, gates, and access points.

To help and encourage employees who want to stop smoking achieve their goal

To comply with all the requirements of the smoke free law

3. Requirements of the policy

All buildings under the control of the Trust are smoke/vape free. No smoking/vaping is allowed either indoors or within enclosed structures. No smoking/vaping rules will be enforced appropriately and will apply to learners, employees, contractors, partners, service users and the public.

All Trust owned, leased, or hired vehicles must be smoke/vape free. Smoking/vaping is not permitted at entrance ways where smoke/vape may be unpleasant for people passing or using that area or where the smell of smoke/vape may affect others.

There are no “smoking/vaping breaks.” Where it is consistent with delivery of services then employees will be allowed to have time away from the workplace, but this must be during authorised break times or lunchtime. Staff must, however, leave the perimeter of the site away from the academy or other premises to avoid damage to the reputation of the Trust.

Smoking/vaping is not permitted within Trust buildings or within the perimeter of an Academy site or Trust property.

All Trust vehicles are smoke/vape free. Employees driving their own cars for work purposes can smoke/vape in their own vehicles but must not do so if carrying a passenger (learner or member of staff) in the course of their work.

Guidance and support will be provided to employees wishing to stop smoking/vaping.

4. Setting a standard and good example

The Trust requires all onsite contractors and partners to respect the Smoke Free Policy.

5. Consequences

Learners caught smoking, vaping, or handling smoking paraphernalia anywhere on the Trust sites will be dealt with in line with the Trust relational behaviour policy.

Learners caught smoking/vaping within the vicinity of the Trust buildings are bringing the Trust into disrepute within its community, this may therefore receive the same sanction as smoking/vaping on Trust premises.

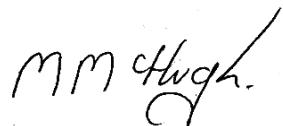
Throughout the sanctions applied learners will be advised of the dangers of smoking and directed to seek cessation support.

Staff who find learners smoking (etc.) will complete a behaviour report in Arbor immediately and pass it to the Senior Leadership Team.

Senior Leadership team will review the behaviour record of previous incidents around smoking/vaping and apply a sanction in line with the Trusts relational behaviour policy.

Breaches of this policy by employees may be dealt with under the Trust's disciplinary procedures.

Signed on behalf of the Board:

A handwritten signature in black ink, appearing to read "Michael McHugh".

Michael McHugh (Chairperson of the Board)

Date: December 2025