

## Smoking and Vaping Policy

**HNC's support for students, staff and the local community extends beyond education. We want to ensure that we encourage our students and staff to live healthy, enriched lives and that together we can make Kirklees a great place to live, learn and work.**

HNC is committed to creating and maintaining a healthy environment for the benefit of staff, students and visitors. The College recognises that smoking, vaping, and passive smoking pose risks to health. The provision of designated smoking / vaping areas also limits our capacity to provide a safe learning and working environment that promotes wellbeing. As a College community, we take our sustainability commitments seriously and want to actively encourage all site users to make healthy lifestyle choices and to reduce their impact on the environment around them. We are also mindful that most workplaces and universities do not have on-site smoking areas.

As an education provider we recognise that we can support our students and staff to maintain their healthy lifestyle choices and also to change any unhealthy habits that they may have fallen in to. It should also be noted that vaping and e-cigarettes come under the same law as smoking. This legislation makes it illegal to sell any tobacco products to a person under the age of 18. It is also illegal to purchase these products on behalf of a person under the age of 18.

**The College is now designated as a non-smoking and non-vaping site at all times.**

For the purposes of this policy, the boundaries of the College are defined as the outside perimeter fencing to the side and rear of the College buildings and the entrance to the College, including the drive and the surrounding areas to the front of the College (up to and including the bus bay area and the front playing field) that leads to New Hey Road.

Smoking or vaping is not permitted at any time in vehicles being used on behalf of the College (for example minibuses), or in any personal vehicles whilst on the College premises.

Students who contravene this directive will be dealt with via the College's Behaviour for Learning Policy. Repeat instances could lead to permanent exclusion.

Staff who contravene this directive will initially be spoken to by their line manager. Repeat instances will be dealt with in accordance with the College's Disciplinary Policy.

Any individual witnessed smoking or vaping in personal vehicles or in vehicles used on behalf of the College will also have their parking permit revoked.

Students or staff members who wish to smoke off-site are asked to respect local residents. For this reason, smoking or vaping will be discouraged in groups in the immediate surrounding area at the drive entrance on New Hey Road. If students are to be found smoking or vaping in groups, they will be asked to disperse by the member of staff on patrol. Any students who refuse to disperse when asked could be at risk of disciplinary action. When smoking or vaping off-site, please also be respectful of the local environment and make sure that you dispose of any rubbish in the nearest bin.

This policy is not concerned with the right of individuals to smoke / vape but to ensure they do not smoke / vape on College premises and grounds or in vehicles parked on the College campus. The policy shall apply to all staff, students and visitors, including contractors, agency staff and members of the general public at and in premises, grounds, events operated by or under the control of HNC.

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*Please note that for the purpose of the policy, the process of using an e-cigarette is defined as vaping.*

*This policy has been impact assessed to ensure it complies with all aspects of Equality and Diversity. This policy is compliant with current equality legislation.*

Version	Date	Policy Owner	Comments	Approval Route and Date	Date of Next Review	Equality Impact Assessment Completed (Y/N)
1	22.08.23	CCD	Introduction of nonsmoking and vaping policy position.	SLT	August 2024	y