

**NO Smoking policy**

This no-smoking policy seeks to guarantee the right of all employees and visitors to breathe air free of tobacco smoke and to comply with smoke-free legislation: The Health Act 2006 and The Smoke-free Premises Regulations 2007.

Passive smoking, has been medically proven to cause lung cancer and heart disease in non-smokers, also been proven to cause asthma and migraine attacks, as well as other serious illnesses and minor conditions.

**Penalties**

* Failing to display no-smoking signs in premises covered by the law (£200 fixed penalty notice, or up to £1000 Court fine);
* Smoking in a smoke-free place (£50 fixed penalty notice, or up to £200 Court fine);
* Failing to prevent smoking in a smoke-free place (up to £2500 Court fine).

**The Management of This Policy**

Innov8 Sportz workplaces are smoke free, and all staff, parents, careers, volunteers and participants have a right to be in a smoke free environment. Smoking is not permitted in any part of the premises during an Innov8 Sportz session.

All staff have a personal responsibility in ensuring their personal compliance and in ensuring that all those who enter the premises are made aware of the policy. Those who do not comply with the smoke-free law may be liable to a fixed penalty fine and possible criminal prosecution.

**Help for those who Smoke**

It is recognised that the smoking policy will impact on smokers’ working lives. Innov8 Sportz will support those staff that would like to quit smoking by:

* Supporting No Smoking Day.

The following services are available to assist smokers to quit:

* www.nicorette.co.uk
* www.nhs.co.uk

**Non Compliance**

Disciplinary procedures will be followed if employees do not comply with this policy.

This policy was adopted by: Innov8 Sportz CIC in September 2016, was reviewed September 2017, 2018, 2019 and 2020 with further review due September 2021.