



Aims of this Policy

This policy implements the provisions of the Health Act 2006 with respect to smoking at work.

The policy seeks to:

- Ensure a smoke-free working environment and protect employees, contractors and members of the public who enter Regal premises, including vehicles, by not exposing them to tobacco smoke;
- Ensure a working environment free of the vapours and chemical emissions of e-cigarettes and other electronic nicotine delivery products (ENDS);
- Support those who wish to stop smoking;
- Address any issues of smoking and vaping in company vehicles, and staff attending residential properties;
- Comply with the core provisions of the Health Act.

Introduction

Section 2(2) of the Health and Safety at Work etc Act 1974 places a duty on employers to: *'provide and maintain a safe working environment which is, so far as is reasonably practicable, safe, without risks to health and adequate as regards facilities and arrangements for their welfare at work.'*

The Health Act 2006 makes provision for the prohibition of smoking in certain premises, places and vehicles. Section 2(2) states that *premises must be smoke-free if they are used as a place of work including vehicles.*

Regal acknowledges that vaping is significantly less harmful than smoking and may be an aid to quitting smoking however it also acknowledges that the health effects of passive vaping are not known and that the exhaled vapours from e-cigarettes are a respiratory irritant to some people.

Smoking and Vaping (in some instances) may trigger fire alarms.

Scope of this Policy

This policy will apply to all staff, visitors, contractors and other persons who enter Regal premises (including site offices) or Company vehicles. It will also apply to staff when visiting residential properties, regardless of whether the occupant smokes or vapes (or the premises is vacant).

Restrictions on Smoking and Vaping

Smoking and Vaping are not permitted in any part of the premises or at entrances (other than designated external areas) managed, leased or owned by Regal at any time, by any person regardless of their status or business with the organisation. By 'premises' is meant any building or substantially enclosed public or private area. Such spaces include lifts, corridors, stairways, lavatories, rest rooms, reception areas or entrances. (An enclosed area is one which has a permanent or semi-permanent roof and has walls (including windows and doors) enclosing more than 50% of its perimeter).

Designated external areas where smoking or vaping is permitted will be positioned away from doorways and windows through which smoke or vapours may enter and cause a nuisance to those in the building. There may be opportunity for construction site teams to provide a wet weather shelter (covered, but open on three sides), to prevent smoking outside sites which may cause a nuisance to members of the public or neighbours. Where space allows, a separate area for vaping shall be provided away from the smoking area so that vapers who are trying to give up smoking do not have to stand with smokers.

It will be for the designated site managers to identify smoking and vaping areas at their sites. Designated smoking and vaping areas must be identified with signage and notified to staff.

Butt bins will be provided in or near these areas. Smokers must keep away from buildings, doorways and windows.

Vehicles

Smoking and vaping are not permitted under any circumstances or at any time in vehicles owned or leased by the Regal.

For the avoidance of doubt the views of the occupants of any of the abovementioned vehicles are immaterial to the application of this policy.

Charging e-cigarettes and other electronic nicotine delivery systems

E-cigarettes and other electronic nicotine delivery systems must not be charged via Regal owned computer equipment.

Support for those wishing to stop smoking

Information on stopping smoking is available from the following:

NHS Smokefree

National Helpline: 0300 123 1044

Website <http://www.nhs.uk/smokefree> for quit kits, email, app, text messaging

Twitter @nhssmokefree, or on facebook

You Tube: smokefreevideos

Quit

Tel: 0800 002200

Website www.quit.org.uk

Twitter @QUITsaves_lives