

SMOKING POLICY



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Trust Established 1985

SMOKING POLICY

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1. Introduction

The Kilmarnock Leisure Centre Trust (KLCT) has responsibility for compliance with the Health and Safety at work etc. Act 1974 and all associated legislation to ensure the safety of all visitors to the Galleon Centre including all employees, contractors and customers.

Failure to follow appropriate guidelines and adopt adequate safe working practices, in accordance with the Health and Safety at work etc. Act 1974 is likely to lead to prosecution. Associated Legislation is:

- (i) The Workplace (Health, Safety and Welfare) Regulations 1993
- (ii) Employment Rights Act 1996
- (iii) Safety and Health of Pregnant Workers (Directive 92/85EEC)
- (iv) The Health (Tobacco, Nicotine etc. and Care) (Scotland) Act 2016

This policy has been developed to protect all employees, service users, customers and visitors from exposure to second hand smoke and to assist compliance with The Health (Tobacco, Nicotine etc. and Care) (Scotland) Act 2016

Exposure to second hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

2. Policy Statement

- 2.1 The Policy will apply, without exception, to the Centre as a whole and all individuals employed or contracted by KLCT. It is the Policy of the Kilmarnock Leisure Centre Trust (KLCT) that all of our work places are smoke free and all employees have a right to work in a smoke free environment.
- 2.2 Responsibility for the implementation of this Policy will rest with the General Manager.
- 2.3 The Policy will follow all legislation, guidance and recommendations to ensure the Centre is smoke free.
- 2.4 The implementation of this Policy is primarily to protect individuals from the harmful effects of tobacco smoke. It is the dangers of smoke rather than a problem with smokers that is the issue.
- 2.5 The policy applies also to non-tobacco cigarettes, e-cigarettes*, loose non-tobacco smoking materials and any other substance which can be smoked.

****The charging of e-cigarettes in Galleon Centre is also prohibited due to the potential fire risks caused by inexpensive/faulty charging equipment.***

3. Scope

This policy applies to the Galleon Centre at Titchfield Street, Kilmarnock, KA1 1QY and takes into account all service users, employees, contractors and self-employed people.

Smoking is prohibited throughout the entire workplace with **NO EXCEPTIONS**. e.g. all corridors, toilets, changing areas, ice rink, bowling hall, plant rooms, bars, reception foyer and front doors.

4. Compliance

In order to comply with current legislation KLCT will ensure that they;

- Maintain a safe, healthy working environment
- Protect employees, contractors and members of the public from hazardous environments.
- Make sure staff understand their responsibilities under the law.

5. Rationale

Health Effects - Smoking is the primary preventable cause of ill-health and premature death. Each year tobacco:

- Kills around 10,000 Scots (one fifth of all deaths)
- Is linked to 128,000 hospital admissions
- Costs NHS Scotland more than £300 million

Ventilation - There is no safe level of exposure to second hand smoke. Ventilation systems may improve an individual's comfort but they do not eliminate the health risks associated with second hand smoke.

6. Employee Responsibilities

All staff are responsible for the implementation of the policy and any member of staff found to be in breach of it may be subject to disciplinary action. Where the smoking creates a clear health and safety hazard, then such behaviour constitutes gross misconduct and could render the employee liable to summary dismissal.

7. Training and Support

In an effort to ensure the proper implementation of this policy, all managers must make themselves familiar with it and highlight the importance of it at department meetings and inductions with new members of staff.

Any members of staff wishing to stop smoking should contact one of the Duty Managers who will provide the necessary help and advice

8. Policy Review

This policy will be reviewed every 3 years or earlier if research, evidence or a change in practice or legislation requires a review to be undertaken.