



## No Smoking and Vaping Policy

| Policy Reviewed | Next Planned Review date               | Signed           |
|-----------------|----------------------------------------|------------------|
| September 2025  | September 2026 - or as required        | <i>K.Wootton</i> |
| September 2026  | <i>September 2027</i> - or as required | <i>K.Wootton</i> |

## **Policy Statement**

New Pastures is committed to providing a safe, healthy, and comfortable environment for all staff, volunteers, students, visitors and contractors. Smoking and vaping present health and fire risks and may negatively affect the wellbeing of others, animals, and the wider farm environment.

This policy outlines the rules regarding smoking and vaping across all New Pastures premises.

## **Scope**

This policy applies to:

- Employees
- Volunteers
- Students
- Visitors
- Contractors and external professionals

## **Smoking and Vaping Restrictions**

### **Smoke-Free and Vape-Free Areas**

Smoking and vaping are prohibited in all areas of the site. This includes cigarettes, cigars, pipes, e-cigarettes, vape devices, and any similar products.

## **Expectations of Conduct**

All individuals covered by this policy are expected to:

- Respect the health and comfort of others
- Follow all fire safety procedures
- Comply with requests from staff regarding this policy

## **Support for Staff**

New Pastures recognises that some people may wish to stop smoking. Staff who would like support to quit smoking may seek advice through local NHS stop smoking services or their GP.

## **Breaches of the Policy**

Failure to comply with this policy may result in:

- A verbal reminder
- Removal from the premises for visitors or contractors
- Disciplinary action for staff or volunteers in line with organisational procedures

Serious breaches involving fire risks, unsafe behaviour, or repeated non-compliance may be treated as misconduct.

## **Responsibilities**

### **Directors**

Directors are responsible for:

- Ensuring this policy is communicated and implemented
- Providing appropriate signage where required
- Addressing breaches consistently and fairly
- Reviewing the policy regularly

### **Staff and Visitors**

Everyone on site is responsible for adhering to this policy and helping maintain a safe and healthy environment.