



SMOKEFREE POLICY

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 Act 2006. Exposure to second hand smoke increases the risk of lung cancer, heart disease and other serious illnesses.

Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

POLICY

It is the legal obligation and policy of Fox Moving and Storage that all our workplaces are smoke free, and all employees have a right to work in a smoke free environment. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace, i.e. company yards, offices, warehouse, rest rooms, removal van cabs, cars etc. When carrying out removals – you can smoke but only with the permission of the driver in charge and then smoking breaks to taken away from the van and premises (no more than 4 per day and the time taken out of allotted breaks allowed). This also applies to office staff (with the time taken out of their lunch break). This policy applies to consultants, contractors, customers and visitors.

IMPLEMENTATION

Overall responsibility for policy implementation and review rests with the Managing Director. However, all staff are obliged to adhere to, and support the implementation of the policy. We hereby inform all existing employees, consultants and contractors of the policy and their role in the implementation and monitoring of the policy. We also provide all new personnel a copy of the policy on recruitment/induction.

Appropriate 'no-smoking' signs will be clearly displayed at the entrances to and within the premises, and in all vehicles.

NON-COMPLIANCE

Local disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoke free law may also be liable to a fixed penalty fine and possible criminal prosecution.

HELP TO STOP SMOKING

The NHS offers a range of free services to help smokers give up. Visit gosmokefree.co.uk or call the NHS Smoking Helpline on 0800 1690 169 for details. Alternatively you can text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service.

Paul Fox, Managing Director