

# Heritage Care at Home Ltd Smoking Policy

Policy reviewed and valid from: 01/01/20

## Introduction

In line with our role as a Domiciliary Care Provider and our commitment to safeguarding the health and safety of our staff, Heritage Care at Home Ltd has a no smoking policy for its staff. In addition to this smoking by visitors, including Customers and care staff, will be discouraged to smoke and especially care staff whilst in uniform. Smoking includes the smoking of traditional cigarettes and e: cigarettes.

It is recognised that breathing other people's tobacco smoke, known as second-hand smoke (SHS) can cause lung cancer, heart and respiratory disease in non-smokers, as well as many other illnesses and minor conditions. Reduction in SHS in the environment would save lives, improve air quality and reduce childhood and adult illness.

Heritage Care at Home Ltd acknowledges that breathing other people's smoke is both a public health hazard and a workplace welfare issue.

## Aim

The aim of this policy is to provide a policy and procedural framework for staff to:

- Protect and improve the health of staff and Customers
- Protect both smokers and non-smokers from the danger to their health of exposure to SHS
- Set an example to other employees, whilst complying with health and safety legislation
- Raise awareness of the dangers associated with exposure to tobacco smoke amongst our staff
- To provide support to staff who wish to stop smoking and to encourage staff not to smoke whilst on duty.

## Scope

Staff are not permitted to smoke whilst on duty (unless on an agreed break) or whilst wearing uniform or an ID badge which identifies them as Heritage Care at Home Ltd staff. However, if they do smoke, as a minimum they should wear a coat over their uniform or change their top / tunic. The aim of wearing a coat over the uniform is to prevent the uniform itself from smelling of smoke although this does not stop the hair and skin smelling.

## Domiciliary Visits

Heritage Care at Home Ltd recognises that it is an individual Customers right to smoke in their own home but that this could create an environment in which staff are potentially at risk from the harmful effects of SHS.

Managers and staff should ensure the following is in place for domiciliary visits:

- When care is offered to Customers in their own home, a request is made to provide a smoke free environment whilst the visit is taking place. The Customer should be respectfully asked not to smoke whilst the employee is working within that environment
- Non-compliance by the Customer will be recorded, and a risk assessment will be undertaken in relation to future care provision. Heritage Care at Home Ltd staff members are expected to inform visitors to the home, who may be present during the domiciliary visit, of the smoke free policy. However, they are not expected to enter into any confrontation which may put their personal safety at risk.