



Boroughbridge High School and King James's School Federation

E-cigarette policy

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Staff Lead	HR Advisor

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No revisions since last review.

Policy review as part of full review of HR policies under the Federation

E-cigarette policy

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E-cigarette policy

Introduction

This document outlines the policy regarding e-cigarette use at North Yorkshire County Council sites. This policy differentiates between vaping (using e-cigarettes) and smoking (using tobacco products). This is a new policy as e-cigarettes are a relatively new and emerging product, this policy contains detailed evidence and research to provide a background to this developing issue. In the future this policy may be reduced in length if appropriate. For guidance regarding smoking and smokefree workplaces, please see the Smokefree Workplace policy.

Smoking is a uniquely harmful activity. Despite continued declines in smoking rates, it remains the leading cause of preventable illness and premature death in England, with the damage spreading far beyond smokers, to their families and others around them, to their communities and to wider society. The estimated total annual cost of smoking to society in England, including lost productivity and health and social care costs, is £13.9bn.

Legislation under the Health Act 2006, which prohibits smoking in enclosed public places and workplaces, on public transport and in vehicles used for work, is based on conclusive scientific evidence of the direct health harm caused to bystanders through the inhalation of second-hand smoke.

E-cigarette use, known as vaping, is not covered by smokefree legislation. E-cigarettes do not burn tobacco and do not create smoke. While debate continues

about their absolute level of safety, the consensus across England's public health community is that e-cigarettes are significantly safer for users than smoked tobacco. An independent review of the latest evidence published by Public Health England (PHE) in 2015 found that, based on the international peer-reviewed evidence, vaping is around 95% safer for users than smoking. It also confirmed the findings of PHE's 2014 independent evidence review, that there is no evidence of harm to bystanders from exposure to e-cigarette vapour and the risks to their health are likely to be extremely low.

E-cigarettes and the endgame for tobacco

Around 2.8m adults in Great Britain use e-cigarettes. Almost all are smokers or ex-smokers. E-cigarettes have rapidly become the most popular stop smoking aid in England and a developing body of evidence shows that they can be effective. While experimentation with e-cigarettes among young people has increased over recent years, regular use remains rare and almost entirely confined to current or ex-smokers.

North Yorkshire, Yorkshire and the Humber and PHE's ambition is to secure a tobacco-free generation by 2025. E-cigarettes have the potential to make a significant contribution to its achievement. Realising this potential depends on fostering an environment in which e-cigarettes can provide a route out of smoking for North Yorkshire's smokers, without providing a route into smoking for children or non-smokers.

What are e-cigarettes?

Electronic cigarettes are devices that deliver nicotine to the user by heating and vapourising a solution that typically contains nicotine, propylene glycol and/or glycerol, plus flavours.

E-cigarettes provide nicotine, which is also present in other evidence based treatments found in licensed products such as patches and gums. As there is no combustion involved with the operation of electronic cigarettes, there is no smoke and no other harmful products of combustion, such as tar and carbon monoxide. Further information is available on e-cigarettes [here](#).

Use of e-cigarettes in workplaces: key principles (PHE guidance 2016)

- Vaping and smoking

Smoking is defined clinically and in law, and e-cigarette use does not meet the definition in either context. Based on the international peer-reviewed evidence, e-cigarettes carry a fraction of the risk of cigarettes and have the potential to help drive down smoking rates and improve public health. To the extent that they cut the number of smoking role models, reduce public smoking and provide a role model for the rejection of smoking, e-cigarettes can help to denormalise smoking. Therefore this policy is clear there is a distinction between vaping and smoking.

- Informed by evidence

International peer-reviewed evidence indicates that the risk to the health of bystanders from exposure to e-cigarette vapour is extremely low. This is in contrast

to the conclusive evidence of harm from exposure to second-hand smoke, which provides the basis for UK smoke-free laws. The evidence of harm from second-hand exposure to vapour is not sufficient to justify the prohibition of e-cigarettes.

- Children and young people

E-cigarette use is not recommended for young people. In the UK protection is in place via prohibitions on the sale of e-cigarettes to under-18s and purchase by adults on behalf of under-18s, and restrictions on advertising. However, because adult smokers use e-cigarettes to quit smoking and stay smoke-free, the products can help reduce children's and young people's exposure to second-hand smoke and smoking role models. In developing policies on e-cigarette use in child and youth settings it is appropriate to guard against potential youth uptake, while balancing this with the need to foster an environment where it is easier for adults not to smoke.

- Support smokers to stop smoking and stay smokefree

E-cigarettes are used almost exclusively by smokers and ex-smokers and are now the most popular stop smoking aid in England. To support smokers to stop smoking and stay smokefree, a more enabling approach to vaping to make it an easier choice than smoking. Vapers should not be required to use the same space as smokers, as this could undermine their ability to quit smoking and stay smokefree, particularly among those most heavily addicted.

- Support compliance with smokefree law and policies

Compliance with smokefree requirements can be maintained and supported by emphasising a clear distinction between smoking and vaping.

North Yorkshire County Council E-cigarette Policy

This policy aims to support staff who are attempting to stop/reduce smoking, whilst respecting the views of other staff and visitors. NYCC acknowledges that some employees may wish to make use of electronic cigarettes, particularly as an aid to giving up or reducing smoking.

This is an interim policy which will be reviewed and revised as further evidence regarding e-cigarettes emerges.

This policy recognises that e-cigarettes are different from tobacco cigarettes and consequently should be treated in relation to the workplace issues they create, not simply apply the same principles for tobacco cigarettes.

To support employees the following guidance outlines NYCC's policy on the use of e-cigarettes:

- Staff are not permitted to use E-cigarettes on or around NYCC/school grounds
- The use of e-cigarettes is not permitted in any enclosed or substantially enclosed workplace
- The use of e-cigarettes is not permitted inside NYCC buildings.
- The use of e-cigarettes is not permitted while in any vehicle that is used for either paid or voluntary work including NYCC's own fleet vehicles because the county

council both a) treats these as enclosed spaces and b) county council policy does not allow eating, drinking, driving, smoking or any other activity while driving for health and safety reasons.

- Due to potential health and safety implications employees are not permitted to charge e-cigarettes at work or in vehicles. (This policy applies to all electrical devices including mobile phone chargers which have not been tested and approved.)
- Staff will not take e-cigarette breaks or use the flexi-time scheme during the working day in order to take e-cigarette breaks.

Support available to employees who wish to quit smoking

NYCC supports staff who wish to quit smoking and recognises that quitting smoking is one of the best things to do to improve an individual's health. Two-thirds of smokers want to quit but 1 in 5 adults in North Yorkshire still smoke. An individual is four times more likely to quit if they seek support through a stop smoking service and NYCC staff are able to access the Smokefreelife North Yorkshire service free of charge.

They can visit www.smokefreelifenorthyorkshire.co.uk, call 0800 2465215 or 01609 663023 or text QUIT to 66777. A range of support is available to suit the individual, such as a group session, one-to-one support, telephone support, and medication. If appropriate, this can take place within the work place.

Review of the policy

The policy will be reviewed annually.