

SHIRE GYMNASTICS SMOKE FREE POLICY

1. STATEMENT OF COMMITMENT SHIRE GYMNASTICS SMOKE FREE POLICY PROVIDES FOR A HEALTHY, SMOKE FREE ENVIRONMENT AT ALL THE CLUB'S FACILITIES. SHIRE GYMNASTICS HAS A KEY ROLE IN THE PROMOTION OF HEALTHY LIFESTYLES AND PRACTICES AND SHOULD BE A PUBLIC EXAMPLE OF A HEALTHY AND PROGRESSIVE ORGANISATION. SHIRE GYMNASTICS RECOGNISES THAT PASSIVE SMOKING, WHICH IS EXPOSURE TO ENVIRONMENTAL TOBACCO SMOKE (ETS) CAN HAVE DETRIMENTAL HEALTH EFFECTS FOR NON-SMOKERS. SHIRE GYMNASTICS HAS AN OBLIGATION UNDER THE OCCUPATIONAL HEALTH AND SAFETY ACT 1985, SECTION 21 – "TO PROVIDE AND MAINTAIN SO FAR IS PRACTICABLE FOR EMPLOYEES A WORKING ENVIRONMENT THAT IS SAFE AND WITHOUT RISKS TO HEALTH".

2. PURPOSE THE AIM OF SHIRE GYMNASTICS SMOKE FREE POLICY IS TO PROVIDE A SMOKE FREE ENVIRONMENT FOR NON-SMOKERS AND A PLEASANT, CLEANER ENVIRONMENT FOR ALL. THE SPECIFIC GOALS OF THE POLICY ARE TO:

- REDUCE THE HEALTH RISKS ASSOCIATED WITH SMOKING AND EXPOSURE TO ENVIRONMENTAL TOBACCO SMOKE.
- PROVIDE A HEALTHIER, CLEANER AND SAFER WORK ENVIRONMENT.
- DECREASE THE POTENTIAL RISK OF LITIGATION ASSOCIATED WITH DISCOMFORT OR DISEASE CAUSED BY ENVIRONMENTAL TOBACCO SMOKE IN THE WORKPLACE, THUS AVOID THE POTENTIAL COSTS ASSOCIATED WITH LITIGATION.

3. POLICY APPLICATION AND COVERAGE THE POLICY APPLIES TO ALL PEOPLE WITHIN SHIRE GYMNASTICS FACILITIES INCLUDING EMPLOYEES, MEMBERS, PARTICIPANTS, CONTRACTORS, VOLUNTEERS AND VISITORS. THE POLICY COVERS ALL SHIRE GYMNASTICS FACILITIES INCLUDING BUILDING, VEHICLES AND OUTDOOR AREAS WITHIN THE CLUB'S BOUNDARIES.

4. REQUIREMENTS AND RESPONSIBILITIES, BREACHES AND CONSEQUENCES

POLICY COMPLIANCE WILL BE FACILITATED THROUGH EDUCATION, PUBLICITY, WIDESPREAD PROMOTION AND REITERATION OF THE POLICY.

- FOR STAFF, NON-COMPLIANCE WILL LEAD TO THE SAME DISCIPLINARY ACTIONS AS FOR ALL OTHER OF MWGC POLICIES. ALL STAFF MEMBERS IN SUPERVISORY POSITIONS ARE ACCOUNTABLE FOR ENFORCING THE POLICY AMONGST THEIR STAFF.
- THOSE STAFF THAT CHOOSE TO SMOKE, MAY ONLY DO SO IN THEIR DESIGNATED BREAKS, PROVIDED THEY ARE NOT ON SHIRE GYMNASTICS PROPERTY.
- ALL STAFF MEMBERS ARE RESPONSIBLE FOR ENCOURAGING ADHERENCE TO THE POLICY.
- ALL STAFF MEMBERS ARE RESPONSIBLE FOR ENCOURAGING AND ENFORCING THE POLICY AMONGST VISITORS. UPON SEEING VISITORS SMOKING WITHIN THE BOUNDARIES OF ANY OF SHIRE GYMNASTICS SITES, STAFF MEMBERS ARE REQUESTED TO ASK VISITORS TO EXTINGUISH THEIR CIGARETTE. IF THIS IS INEFFECTIVE, THEY MAY BE REQUESTED TO LEAVE THE SITE. THIS PROCEDURE MAY NOT BE EFFECTIVE IN SOME CASES, AND SO A COMMON SENSE APPROACH IS RECOMMENDED.
- ALL STAFF MEMBERS ARE RESPONSIBLE FOR EDUCATING THEIR MEMBERS ABOUT THE SMOKE FREE POLICY AND ENCOURAGING ADHERENCE TO THE POLICY.

5. CONFIDENTIALITY AND REPORTING

- BREACHES OF THIS POLICY MUST BE REPORTED TO SHIRE GYMNASTICS MANAGEMENT WITHIN 14 DAYS OF ANY OCCURRENCE.
- BREACHES OF THIS POLICY MUST BE KEPT CONFIDENTIAL AND DISCLOSURE TO ANY THIRD PARTY BEYOND SHIRE GYMNASTICS MANAGEMENT IS NOT PERMITTED.

6. OUTCOMES ANTICIPATED OUTCOMES OF SHIRE GYMNASTICS SMOKE FREE POLICY ARE AS FOLLOWS:

- PROVISION OF CLEANER AIR FOR ALL PEOPLE AT SHIRE GYMNASTICS SITES.
- WIDESPREAD AWARENESS OF THE POLICY'S PURPOSE AND RATIONALE.
- PROMOTION OF SHIRE GYMNASTICS AS A LEADING EXAMPLE OF A HEALTHY AND PROGRESSIVE ORGANISATION.