



The Victoria Inn - Threemilestone
The Victoria Inn - Roche
The Norway Inn – Perranarworthal

"A warm welcome with pub grub - at our tables or delivered to yours"

NO SMOKING POLICY

Policy

Inn Cornwall Limited is committed to protecting the health, safety and welfare of its employees by providing a safe place of work and protecting all employees, service users, customers and visitors from exposure to smoke.

All public house workplaces (including its vehicles, cellars, etc) are smoke-free and all employees and visitors have a right to a smoke-free environment.

The Company's no-smoking policy has been devised on the basis of advice from professional bodies. This policy complies with the Health Act 2006 and associated regulations.

Smoking is banned in all enclosed and substantially enclosed premises on Inn Cornwall Limited's work sites. The ban applies to anything that can be smoked, which includes cigarettes, pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes.

Appropriate no-smoking signs will be clearly displayed at the entrances on Inn Cornwall Limited's work sites.

Smoking Shelters/Areas

Smoking is prohibited within the Company's premises, except in certain designated outside areas. Employees may smoke only in permitted areas which are the Company's outdoor smoking areas on each site. The Company provides receptacles for smokers to dispose of cigarette butts and other smoking waste at all outside locations where smoking is allowed.

Workers may only smoke outside in designated smoking areas during breaks. Visitors should also be asked to smoke only in the designated areas.

Vehicles

The Company does not permit workers to smoke in company vehicles and will display no- smoking signs.



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Company vehicles used primarily for private purposes are however excluded from the smoking ban. There are no limitations on an employee smoking in a vehicle that he/she owns, provided that the vehicle is used primarily for private purposes.

Signage

The Inn Cornwall Limited displays signs that make it clear that smoking is prohibited on its premises, and, where appropriate, its vehicles.

Live In Accommodation

If the owner of the Inn Cornwall Limited gives permission, employees may smoke in any accommodation provided to employees by the Company, for example flats above the public house, provided these are not used as a place of work for one or more employees.

Assistance for employees to give up smoking

The Inn Cornwall Limited is committed to making this policy effective and to promoting a healthy working environment. Workers who experience particular difficulty complying with this policy should discuss their situation with their line manager. The NHS offers a range of free services to help smokers give up. Workers seeking help should visit www.gosmokefree.co.uk, call the NHS Smoking Helpline on 0800 169 0 169 or text 'GIVE UP' and their full postcode to 88088 to find a local NHS Stop Smoking Service.

Non-compliance

Any infringement of these rules by an employee may result in appropriate disciplinary action, which will be dealt with in accordance with the Company's disciplinary procedure.

Employees are also reminded that it is a criminal offence for employees to smoke in smoke-free areas, and may be issued with a fixed penalty or prosecution and a fine.

Customers who are smoking in smoke-free areas should be reminded of the no-smoking signs and asked to stop. If a customer continues to smoke, employees should explain that the customer is committing a criminal offence and will not be served if he/she continues to do so. If the customer still refuses to stop smoking, staff should ask the customer to leave the premises and, where relevant, direct him/her to where he/she can smoke. As a last resort, the Company's procedure for dealing with illegal behaviour on its premises will be used.

Breaches of this policy will be dealt with under Inn Cornwall Limited's Disciplinary Procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal. Smoking in smoke-free premises or vehicles is also a criminal offence and may incur a fixed penalty fine and possible criminal prosecution.

Policy updated March 2021

Mark Holden – Company Director

