

Smoking POLICY

OFFICIAL

Government Security Classification Scheme	OFFICIAL – Force website approved
Department of Origin	People Services
Policy Holder	Head of People Operations and Service Delivery
Policy Author	HR Manager; Policy and Procedure
Related Information	Health & Safety at Work Act 1974 Police (Health and Safety) Act 1997. Workplace (Health, Safety and Welfare) Regulations 1992 The Health Act 2006 The Smoke Free (Signs) Regulations 2012
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Policy

Version Number	Date	Detailed rational behind amending/updating policy or procedure	Policy Owner Details	Policy Author Details
4.1.	23/07/24	Document reviewed for legal compliance. Policy transferred to new template Minor amendments and updates to job-titles only.	Head of People Operations and Service Delivery	HR Manager: Policy and Procedure
4.2	05/02/26	Revised terms and naming conventions following implementation of Force Operational Review and 2025 Force Strategy; formatting refresh (no change to review date)	Head of People Operations and Service Delivery	HR Manager: Policy and Procedure

Statement

Merseyside Police is committed to protecting the health of all officers, staff, visitors and occupiers of our premises and vehicles, including protection from the risks associated with exposure to cigarette smoke.

The Health Act 2006, which came into force on 1st July 2007, made it a criminal offence to smoke in public buildings, premises used as a place of work or inside vehicles used for work.

For Merseyside Police this means that the act, designed to protect non-smokers from the effects of passive smoking, prohibits smoking in all Merseyside Police buildings and vehicles. To a large extent this simply formalises the stance taken by Merseyside Police for many years prior to this legislation and based on health and safety grounds.

This policy details where smoking is permitted on Merseyside Police premises and the responsibilities of those to ensure these legal requirements are met.

All BCU/Command Leads, Managers and Supervisors are responsible for ensuring disciplinary action is taken against those found to be in breach of this policy.

Aims

The main aim is to ensure compliance with the Health Act 2006 and Smoke Free (Signs) Act 2012 and to protect the health of all officers, staff, visitors and occupiers of our premises and vehicles.

Objectives

Specific objectives are to:

- Identify suitable smoking areas and to communicate the location of such areas to officers, staff and visitors.
- Ensure that Merseyside Police is a smoke free workplace, and that non-smoking officers, staff, visitors and occupiers of our premises are not exposed to passive smoke.
- Ensure that all police premises and vehicles display at least one legible no-smoking sign.
- Ensure all officers and staff are aware of the fact that smoking, including the use of e-cigarettes, is not permitted on Merseyside Police premises, in Merseyside Police vehicles and in hire vehicles.

Application and Scope

All police officers and police staff, including the extended police family and those working voluntarily or under contract to Merseyside Police, must be aware of, and are required to comply with, all relevant policy and associated procedures.

Smoking, including the use of e-cigarettes, will not be permitted within any Merseyside Police premises, vehicles, and hire vehicles or anywhere within site perimeters except as follows:

- a) External custody suite exercise yards without a roof, only at the discretion of the custody Inspector and only where this will not expose other detained persons or custody officers and staff to passive smoke.
- b) Designated outdoor smoking areas.

The provision of external designated smoking areas is at the discretion of BCU Command Leads/ Heads of Department, and the ACC People Services in the case of Headquarters. BCU Command Leads, Heads of Departments and the Force Health and Safety Manager in the case of Headquarters, will ensure such areas are in a suitable location, are a sufficient distance from doors and windows and in such locations so as to not expose non-smokers to cigarette smoke and so as to not pose a fire risk.

Whilst e-cigarettes are a popular alternative to standard cigarettes, there is a lack of clear regulation and information regarding the safety of substances inhaled and emitted by such cigarettes. On this basis and due to the perception that standard cigarettes are being smoked

within Merseyside Police premises and vehicles, such cigarettes are to be treated as standard cigarettes for the purposes of this policy.

Responsibilities

All BCU Command Leads/ Heads of Department, Managers and Supervisors are responsible for ensuring this policy is communicated to all officers and staff and is implemented within their area of responsibility.

The Corporate Assets department will ensure all Merseyside Police premises display a no-smoking sign and all Merseyside Police vehicles display a no-smoking sign as required under the Smoke Free (Signs) Regulations 2012.

The provision of smoking shelters is at the discretion of BCU Command Leads/ Heads of Department and is to be funded locally.

Outcome Evaluation

Compliance with this policy will be achieved by ensuring smoking, including the use of e-cigarettes, is restricted to only suitably designated locations and all individuals are not exposed to passive cigarette smoke.

Non-compliance with this policy will be monitored through the application of the Misconduct Regulations for Police Officers and the Discipline Policy for Police Staff.