


Crystal Health Group

No Smoking Policy

 CRYSTAL Health Group	Document name	Version
	No Smoking Policy	v03.07.25

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1. Purpose

Crystal Health Group recognises the individual rights of smokers while maintaining its legal and moral duty to protect non-smokers from the effects of tobacco smoke and vapour. This policy ensures a smoke-free and respectful working environment for all staff, contractors, and visitors. It applies to the use of all tobacco products as well as electronic cigarettes and vaping devices.

2. Scope

This policy applies to all Crystal Health Group employees, contractors, and visitors at all company-operated or contracted locations. This includes the head office, client sites, mobile units, clinics, and any other location where business activities are conducted.

3. Responsible Person(s)

The Policy Author is responsible for:

- Accuracy, version control and review dates.
- Implementation, training and operational compliance of this Policy.
- Initiating Policy change requests.


The QA representative is responsible for:

- Ensuring adherence to company Policy standards for authoring, content and structure.
- Resolution of Quality Incident reports arising from noncompliance of this Policy or external complaints.

Trained personnel are responsible for complying with all aspects of this Policy.

4. Health & Safety

All activities associated with this policy are governed by Crystal Health Group's overarching Health & Safety Policy. Ensuring a smoke- and vapour-free workplace contributes to a safer, healthier environment for everyone.

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5. Policy

5.1 Legislative Background

Under Section 2(2)(e) of the Health and Safety at Work Act 1974, employers must provide a safe working environment.

Since 1 July 2007, the Health Act 2006 prohibits smoking in enclosed public places and workplaces in England, including vehicles used for work.

5.2 Crystal Health Group Arrangements

Smoking (including the use of cigarettes, cigars, pipes, or other combustible tobacco products) is strictly prohibited in all Crystal Health Group premises and vehicles, as well as immediately outside entrances, windows, or ventilation intakes.

Vaping and e-cigarette use is permitted at individual desks and in general office areas, provided it does not interfere with the comfort, health, or safety of others.

Vaping is strictly prohibited in the following areas:

- Clinical and testing areas
- Meeting rooms
- Client-facing or public spaces
- Kitchen facilities
- Toilets

Crystal Health Group does not formally provide additional breaks for smoking or vaping. Office staff may use their lunch break for these activities, provided it does not impact operational duties or professional standards.

These arrangements are subject to ongoing review and may be revised in response to operational needs or staff feedback.

5.3 Signage


Appropriate no-smoking signage will be displayed in accordance with regulations under the Health Act 2006. This includes company premises, vehicles, and any designated smoke-free areas.

5.4 Cessation Support

Crystal Health Group supports employees who wish to stop smoking. Staff may request access to NHS Stop Smoking Services or other resources through their line manager or HR representative.

5.5 Implementation & Enforcement

All staff are responsible for the effective implementation of this policy. Breaches may be treated as disciplinary matters and handled in accordance with Crystal Health Group's Disciplinary Policy.

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6. Version Control

Previous Version	Changes	Last Effective Date
v02.04.18	<ul style="list-style-type: none">Update to 5.2 providing clarity on vaping policy.Inclusion of cessation support.	02/07/2025
v01.07.17	<ul style="list-style-type: none">Review and update to format of policy.	04/04/2018
NEW	<ul style="list-style-type: none">N/A	N/A

7. Authorisation

Name John McChrystal Position Director

Signed  Date 02/07/2025

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