

Keeping Smoking Policy on the agenda at The Gordon

Workplace Health

The Gordon Institute of TAFE (The Gordon) is keeping smoking on the wellbeing agenda in a changing environment.



With three campuses located in East Geelong, Central Geelong and Werribee, The Gordon is a long established education provider employing over 800 staff. Mainly delivering adult education in trades, business, and nursing, The Gordon also offers VCE and VET programs to students under 18 years, with 23,000 students attending campuses each year.

Meloney Moseley, Risk, Safety and Wellness Manager, estimates the rate of smoking is 7-8% within the staff population, but rates of smoking and e-cigarette use among students is not known.

A WHOLE OF ORGANISATION APPROACH TO SUPPORT WORKERS AND STUDENTS TO REDUCE SMOKING

The Gordon was awarded the Smoking Benchmark of the Victorian Government's Healthy Workplaces Achievement Program in 2016 when it created a range of initiatives to help staff reduce smoking including a Smoking Policy. The policy applies to all people accessing their sites, including staff, students, contractors and visitors. Initiatives to promote smoke free campuses have continued to develop, but Meloney reports "*Keeping the policy alive **over time** has been challenging*". The transient nature of the students, changing trends in the rate of smoking (and more recently e-cigarette use), and the expansion of sites has meant that the wellness team has had to keep smoking on the agenda with organisational stakeholders.

To be responsive to these changing factors, multiple departments within The Gordon work together to maintain a smoke and e-cigarette free environment. Members from Health Safety and Wellness team, Health and Safety Committee, Facilities and Operations Department, teaching staff and Student Experience team work together to deliver a range of initiatives including:

- Signage on campus: no smoking or e-cigarette use
- Designated smoking zones off campus are promoted
- Resources and processes to introduce Smoking Policy to contractors and new students when they first attend sites
- Smoking related health information within staff and student newsletters
- Support services to assist quitting smoking via EAP Lifestyle and Nutrition helpline and the Student Experience Team
- Discussion topics and content for team leaders to start a conversation about smoking within staff meetings.
- Annual review of the Smoking Policy within a Health and Safety Committee forum to ensure it remains relevant and responsive to current trends.

The Gordon is committed to keeping the Smoking Policy and its implementation effective and responsive to changes over time. Multiple departments are working together to maintain a smoke free and e-cigarette free environment that benefits the health of all staff, students and community members attending the education campuses.

FOR MORE INFORMATION



The Barwon Health Healthy Communities Unit coordinates the Healthy Workplace Achievement Program across the Barwon region. For more information or support to create a healthy workplace email the Workplace Health team workplacehealth@barwonhealth.org.au

To find out more about the Achievement Program email admin@achievementprogram.org.au

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