

Drugs, Smoking and Alcohol Policy

This setting has a policy that drugs, alcohol or cigarettes should not be consumed on the premises including the grounds.

- Staff are not permitted to consume alcohol during their contracted hours of work or to care for children if they have consumed alcohol prior to commencing work.
- The same applies to all drugs other than those prescribed by a GP and considered appropriate whilst caring for children.
- Staff will ensure that all prescribed drugs are stored correctly in their own locker.
- Senior leaders will respond to and investigate concerns and complaints raised in relation to alleged breaches of the welfare requirements of the EYFS.
- SLT will advise parents and carers and visitors of the requirements of this policy.
- Staff will promote positive role models in health and safety practices in relation to drugs, alcohol and tobacco.
- Should a member of staff be found under the influence of alcohol or drugs of any illegal form before or during opening hours, they will be immediately asked to leave the premises and disciplinary procedures will commence.
- This policy is in place to ensure that all staff are able to respond appropriately to the needs of children and users of the school and centre at all times.
- In accordance with the national standards produced by the Department for Education we have a strict no smoking policy. No one is allowed to smoke within or directly outside the building.

We also have a nursery collection policy for a parent/carer under the influence of alcohol or drugs.

The following guidelines apply:

- We will manage the incident tactfully to ensure that the professional relationship with the family is maintained. If a senior member of staff has any concerns regarding the child's welfare, we would endeavour to speak to the child's parents or carer about their child's needs.
- We will ensure that 2 staff are present to speak to the parent/carer so that staff do not jeopardise their own safety.
- In the event of a parent/carer arriving under the influence (or smelling of a substance) to collect their child or acting on behalf of a parent, we will ask another trusted relative or friend to take responsibility for the child/ren. If we are unable to arrange this; although we have no legal right to withhold a child from a parent/carer, we do however reserve the right to contact any relevant authorities that we may feel appropriate i.e. the police, partner agencies etc.
- Any member of staff feeling under threat should contact the police
- A full written report will be made of the incident.

THE CHILDREN'S WELFARE IS OUR MAIN CONCERN AND AS SUCH THIS WILL DETERMINE THE COURSE OF ACTION WE TAKE.