

No smoking, alcohol and drugs policy

Smoking

Policy statement

We comply with health and safety regulations and the Welfare Requirements of the EYFS in making our setting a no-smoking environment, both indoor and outdoor.

Procedures

All staff, parents and volunteers are made aware of our no-smoking policy.

- We display no-smoking signs.
- The no-smoking policy is stated in our information materials for parents.
- Staff who smoke, do not do so during working hours. Unless on a break, out of sight of children, and off the premises.
- Staff who smoke during their break make every effort to reduce the effect of the odour and lingering effects of passive smoking for children and colleagues.

Drugs and Alcohol Policy

Our setting has a policy that no alcohol is to be consumed on the premises.

- 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 doctor and considered appropriate for taking while working with children.
- Staff will ensure that all drugs are stored correctly.
- The Management Team will respond to and investigate concerns and complaints raised in relation to alleged breaches of the welfare requirements.
- Staff are expected to provide positive role models for colleagues and nursery families with regards to health and safety practices and healthy lifestyles, to include attitudes towards alcohol and drugs.
- 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 told to return home. Thereafter the normal disciplinary procedures will begin.
- This will ensure that staff members are able to respond appropriately to children at all times.

We also have a collection policy for a parent/carer under the influence of alcohol or drugs. The following guidelines will apply:

- We will manage the incident tactfully to ensure that the professional relationship with the family is maintained.



- If a staff member has concerns regarding the child's welfare, we endeavour to speak to the parent/carer about their child's needs.
- We will ensure that there are two staff members present when speaking to the parent/carer so that staff do not jeopardise their own safety or others in these situations.
- In the event that the parent/carer arrives at the nursery under the influence of alcohol or drugs, we will ask that someone comes with the parent/ carer to take responsibility of the child before a member of staff gives up his/her responsibility of the child.
- Should this not happen, we have no legal right to withhold a child from a parent/carer. However, we reserve the right to contact any relevant authorities that we may feel appropriate i.e. the police, partner, safeguarding agencies etc.
- Any member of staff feeling under threat should contact the police.
- A full written report will be made of the incident.

Your child's safety is our main concern and as such this will determine the course of action taken.

This policy was adopted at a meeting of The Natural Nurture Nursery Management Committee held on the 22nd January 2016.