

Fledglings Day Nursery

Smoking, Alcohol and Drugs Policy

Smoking (inc.Vaping)

Smoking, including e-cigarettes/vaping, is not permitted anywhere on the premise or directly outside the setting. This is especially pertinent when children are present or about to be present. This rule applies equally to management committee members, staff, students, volunteers, children, parents/carers or any other visitors. Appropriate signage will be displayed. Although e-cigarettes are safer than smoking and can be a useful tool in quitting, they are not permitted in the setting due to role modelling from adults and mimicking behaviour of children. If a child is found in possession of cigarettes/vaporizers on the premises, they will be confiscated and their parent/carer informed at the end of the session. A note will be made in the Incident Record and monitored.

Alcohol

Management, staff, students and volunteers who arrive at the setting and are clearly, or suspected of being under the influence of alcohol, will be asked to leave immediately and disciplinary procedures will follow. If a child is found under the influence or in possession of alcohol on the premises, the alcohol will be confiscated, the parent/carer will be informed at the end of the session and a record will be made on in the Incident Record and monitored. Staff are not allowed to bring alcohol onto the setting's premises.

Drugs

Management, staff, students and volunteers who arrive at the setting and are clearly or suspected of being under the influence or in possession of illegal drugs, will be asked to leave immediately and disciplinary procedures implemented. If a child is found in possession, or under the influence of drugs on the premises, the drugs will be confiscated, the parent/carer will be informed immediately and appropriate action agreed. This must be recorded in the Incident Record and monitored.

In cases where staff are taking over the counter/prescribed drugs that may affect their ability to function effectively at work, the Manager must be informed as early as possible and a risk

assessment will be completed. Staff should also seek medical advice regarding their ability to work with children whilst taking medication. In addition, they need to ensure that any medication, they have, is stored securely out of the reach of children.

Parents and Carers

If a member of staff has good reason to suspect that a parent/carer is in possession or under the influence of illegal drugs or alcohol when they drop off or collect their child, to the extent that the safety of the child is threatened, they have a duty to inform both the Manager and the Designated Safeguarding Lead (DSL). In such circumstances, the Manager and the DSL will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child remains paramount at all times. Staff will make all possible efforts to ensure that children are not allowed to travel in a vehicle driven by someone who is clearly under the influence of illegal drugs or alcohol.

Where an illegal act is suspected to have taken place, the Manager must contact the police.

Author
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Fledglings Day Nursery
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