

SMOKING, ALCOHOL AND DRUGS POLICY

Eastwood Neighbourhood Nursery prohibits the use or possession of cigarettes, alcohol and any illegal drugs on our premises at any time. If any staff, students, volunteers, parents/carers, or children are found to have broken the rules in respect of this policy, this will be treated as a very serious disciplinary matter.

All staff will be made aware of the provisions of this policy during their induction and the importance of them setting a positive example to the children/young persons. All children/young persons will be made aware of the rules during their settling in period. Any contravention of the provisions of this policy will be dealt with under the Nursery's staff disciplinary procedures and behaviour management policies.

DRUGS

- Any staff, students, parents, visitors, or young persons, who arrive at the Nursery, clearly under the influence of illegal drugs, will be asked to leave immediately and disciplinary procedures will be implemented.
- If any children/students' persons are found in possession of illegal drugs on the premises, their parents/carers will be informed immediately. If any staff is found in possession of illegal drugs, serious disciplinary action will follow.
- In cases where staff are taking prescribed drugs that may affect their ability to function effectively at work, the manager must be informed as early as possible.
- If any member of staff has good reason that a parent/carers is under the influence of illegal drugs when they drop off or collect their child/children, they have a duty to inform both the manager and the designated Safeguarding officer, (Val Platt) (Maureen Cunningham or Melanie Platt – Safeguarding Officers) according to the provisions of the safeguarding policy.
- In such circumstances, the manager and the child protection officer will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child/children always remains paramount.
- Staff will make all possible efforts to ensure that children/young persons are not allowed to travel in a vehicle that is being driven by someone who is under the influence of illegal drugs. Where an illegal act is suspected to have taken place, the police will be called.

ALCOHOL

- Staff. Students, volunteers, or children/young persons, who arrive at the Nursery under the influence of alcohol, will be asked to leave immediately and disciplinary procedures will follow.
- If any child/young persons are found in possession of alcohol on the premises, their parent/carers will be informed immediately. Staff are strongly advised **NOT** to bring alcohol into the Nursery premises.
- If a member of staff has good reasons to suspect that a parent/carers is under the influence of alcohol when they drop off or collect their child/children, to the extent that the safety of the child/young persons is threatened, they have a duty to inform both the manager and the designated Safeguarding officer, (Val Platt) according to the provisions of the child protection policy.

- The Manager and the Safeguarding officer will be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child always remains paramount.
- Staff will make all possible efforts to ensure that the child/young persons are not allowed to travel in a vehicle driven by someone who is clearly over the legal alcohol limit. Where an illegal act is suspected to have taken place, the police will be called.

SMOKING

- Smoking is not permitted anywhere on or around the premises and surrounding area. This rule applies equally to staff, students, volunteers, children/young persons. Parent/carers and any other visitors to the Nursery.
- If any child/young person is found in possession of cigarettes on the premises, they will be confiscated, and their parent/carer will be informed at the end of the session.

NO SMOKING POLICY

In our nursery we operate a no-smoking policy in and outside the nursery area.

The nursery is a smoke free zone; there are notices around the nursery so that everyone is aware of this.

