

Smoking, Alcohol and Drugs

All staff, students and volunteers will be made aware of the provisions of this policy during their induction, including the importance of them setting a positive example to children. Any contravention of the provisions of this policy will be dealt with under the Staff Disciplinary Procedures and Behaviour Management policies

Smoking

Children's health and wellbeing is of the utmost importance for the children in our care. Smoking has proved to be a health risk and therefore in accordance with childcare legislation and UK smoking legislation 2007, the nursery operates a strict no smoking policy within its buildings and grounds. The whole school site has been deemed a **No Smoking Site**. It is illegal to smoke in enclosed places and workplaces. Parents, staff, students, carers, visitors, contractors etc. are respectfully required to abstain from smoking on arrival to the school site. Staff accompanying children outside the nursery are not permitted to smoke e.g. whilst on an outing.

We respect that it is a personal choice to smoke, although as an organisation we support healthy lifestyles and therefore help staff and parents to stop smoking by:

- providing fact sheets and leaflets
- providing information of local help groups
- providing details of the NHS quit smoking helpline (www.smokefree.nhs.uk)
- offering information regarding products that are available to help stop smoking
- offering in-house support

Drugs

Staff, students or volunteers who arrive at the Nursery clearly under the influence of illegal drugs, will be asked to leave immediately and disciplinary procedures implemented. If staff are 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 Nursery Manager must be informed as early as possible.

If a member of staff has good reason to suspect that a parent/carer is under the influence of illegal drugs when they drop off or collect their child, they

have a duty to inform the Head Teacher. In such circumstances, the Head Teacher 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. Where an illegal act is suspected to have taken place, the police will be called.

Alcohol

Staff, students, or volunteers who arrive at the Nursery clearly under the influence of alcohol, will be asked to leave immediately and disciplinary procedures will follow.

If a member of staff has good reason to suspect that a parent/carer is under the influence of alcohol or illegal drugs 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 the Head Teacher. The Head Teacher 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 over the legal alcohol limit. Where an illegal act is suspected to have taken place, the police will be called.

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