



Alcohol And Drugs Policy

This policy is informed by the following legislation:

- UN Convention on the Rights of the Child
- The Children Act 1989/ 2004
- The Medicines Act 1968
- The Misuse of Drug Act 1971
- Control of Substances Hazardous to Health Regulations (COSHH)

This policy aims to include the following:

- To protect the physical, psychological and emotional well-being of all children using the Nursery, their families and staff
- To protect children, parents and staff wherever possible from second-hand smoke
- To provide a clear message to all parents/carers, staff, volunteers and visitors using the nursery about our policies on smoking, illegal drugs and alcohol
- To provide appropriate support to any child thought to be at risk
- To follow the law around smoking, illegal drugs and alcohol

Under the Health and Safety at Work Act 1974, we have a legal requirement to provide a safe working environment for all employees.

Any staff member who appears to be under the influence of alcohol, illegal drugs or medication that impairs the employees ability to care for children will be asked to leave the premises immediately. Where necessary medical advice will be sought, disciplinary procedures will begin and support given.

Any parent/carer attending the setting to collect children who appears to be under the influence of alcohol or drugs will not be permitted to collect their child. An alternative, responsible person detailed on the child's pick up list will be contacted to ensure the child is collected safely.

If a child is thought to be at risk, then we will follow the safeguarding children/child protection procedure. If anyone arrives at a childcare setting in a car under the influence of alcohol the police will be contacted.

If you have any concerns or questions regarding this matter please do not hesitate to contact us.

Signed (Jessica Burns): *Jessica Burns*

Signed (Scott Marshall): *Scott Marshall*

Review Date: March 2026