

ALCOHOL AND SUBSTANCE MISUSE POLICY

At Spring Nursery we are committed to providing a safe environment that helps to ensure the welfare of the children in our care. This includes making sure that children are not exposed to adults who may be under the influence of alcohol or other substances that may affect their ability to care for children.

Alcohol

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

At Spring Nursery we also have a duty to provide this for the children in our care.

Anyone who arrives at the nursery clearly under the influence of alcohol will be asked to leave. If they are a member of staff, the nursery will investigate the matter and it is likely that disciplinary process will be initiated as a result of which action could be taken, including dismissal. If they are a parent a judgement call will be made to ascertain if they are suitable to care for the child. In some cases the second contact on the child's registration form will be called to collect them. If a child is thought to be at risk the child protection procedure will be followed and the police may be called.

If anyone arrives to the nursery in a car under the influence of alcohol the police will be contacted. Staff, students, parents, carers, visitors, contractors etc. are asked not to bring alcohol on to the nursery premises.

Substance misuse

Anyone who arrives at the nursery under the influence of illegal drugs will be asked to leave the premises immediately. If they are a member of staff, an investigation will follow which is likely to lead to consideration of disciplinary action, as a result of which dismissal could follow.

If they arrive in a car under the influence of illegal drugs the police will be contacted.

Staff, students, parents, carers, visitors, contractors etc. found in possession of illegal drugs will be asked to leave, the police will be called and if they are a member of staff serious disciplinary procedures will be followed.

If a member of staff is taking prescriptive medication that may affect their ability to work they must inform the nursery manager as soon as possible to arrange for a risk assessment to take place.

Safeguarding/Child protection

If a parent or carer is clearly over the alcohol limit, or under the influence of illegal drugs and it is believed the child is at risk we will follow our child protection procedures contact Local Authority children's social care team and the police.

Staff will do their utmost to prevent a child from travelling in a vehicle driven by them and if necessary if the police will be called.

Where an illegal act is suspected to have taken place, the police will be called.

DATE:	REVIEW/READ BY:	SIGNATURE:
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