



Smoking, drugs and alcohol policy

It is our intention to make the Nursery a healthy and safe environment for all children attending. In particular, we realise that smoking has an adverse effect on the health of both the staff and children and we realise the benefits of enforcing a no-smoking policy. This policy applies to everyone who is on site at the Nursery.

We aim to ensure that our Nursery is a smoke-free, alcohol-free and drug-free setting. In order to accomplish this, we operate the following policy:

No Smoking is allowed in the Nursery setting or in the play area. Staff who smoke must do so in the designated area outside the Nursery, which is out of sight and smell of the children. This will be done during their designated break times and staff will not be permitted extra breaks to carry out this act.

Alcohol is not allowed on the premises during the time the Nursery is in operation. If a member of staff, parent or visitor is believed to be under the influence of alcohol, appropriate action will be taken to ensure the safety of the children, staff, and other visitors at the nursery. This may mean that parents need to make alternative arrangements to have their child collected if members of staff believe that a child will be at risk of harm if they hand them over to a parent under the influence of alcohol.

Drugs are not allowed on the Nursery premises at any time. If a member of staff, parent or visitor is believed to be under the influence of drugs appropriate action will be taken to ensure the safety of the children, staff, and other visitors at the nursery. Reports will be made where appropriate. This may mean that parents need to make alternative arrangements to have their child collected if members of staff believe that a child will be at risk of harm if they hand them over to a parent under the influence of drugs.

Members of staff arriving at work under the influence of drugs or alcohol will be asked to leave the premises immediately and disciplinary action will be taken in accordance with the staff conduct guidelines.

Date:

Signed on behalf of the nursery by:

The date for review: