



St. Thomas a Becket Nursery School
3 Tutts Barn Lane
Eastbourne
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Registered Charity No. 1097448

Alcohol, Smoking, Drugs and Staff Medication

Responsibility: Trustees / Nursery Lead

Review Cycle: Every two years

Date of adoption / last review:	Signed / Role	Date of next review:
Oct 2015		October 2017
October 2017		October 2019
September 2019		September 2021
September 2021		September 2023
September 2023		September 2025

St Thomas a Becket Nursery
Alcohol, Smoking, Drugs and Staff Medication Policy.

Policy statement

St Thomas a Becket Nursery ensure the safety and well-being of all the children in our care. This includes ensuring that all adults are aware that there is a no smoking policy which affects all the school and nursery grounds, neither should any person consume or be under the influence of drugs (including medication that may have an adverse effect on the individual's ability to provide childcare) or alcohol.

Procedures

Smoking

The nursery and school grounds are a no smoking zone. No one is permitted to smoke anywhere on the premises.

- Any member of staff, student or volunteer found smoking on the premises will be asked to leave the premises immediately.
- The disciplinary process will be followed in the case of any staff member who is found smoking on the premises.

Alcohol

- Any member of staff, student or volunteer who arrives at the setting under the influence of alcohol will be asked to leave immediately.
- The disciplinary process will be followed in the case of any staff member who comes to work under the influence of alcohol.

Parents suspected to be under the influence of alcohol

If a member of staff had good reason to believe that a parent/carer is under the influence of alcohol when they drop off or collect their child, they have a duty to inform the nursery manager / Designated Safeguarding Lead (DSL).

The DSL will take the appropriate course of action, according to the St Thomas a Becket Nursery Safeguarding and Child Protection Policy. This will include:

- Not being allowed to take their child out of nursery or drive them home if they are suspected to be under the influence of alcohol or drugs.
- One of the other named persons will be contacted.

Drugs and other illegal substances

- Any member of staff, student, volunteer who arrives at the setting clearly under the influence of drugs or other illegal substances will be asked to leave immediately.
- The disciplinary process will be followed in the case of any staff member who comes to work under the influence of drugs or other illegal substances.

Parents suspected to be under the influence of Drugs and other illegal substances

If a member of staff has good reason to believe that a parent/carer is under the influence of drugs when they drop off or collect their child, they have a duty inform the nursery manager / Designated Safeguarding Lead (DSL).

The Designated Safeguarding Lead (DSL) will take the appropriate course of action, according to the St Thomas a Becket Nursery Safeguarding and Child Protection Policy

Staff taking medication

- All staff have a duty of care towards the children who attend the setting. Practitioners taking medication which they believe may affect their ability to care for children should seek medical advice.
- Practitioners should only work directly with children if the advice is that the medication is unlikely to impair their ability to look after children.
- The disciplinary process will be followed in the case of any staff member who takes medication which negatively affects their ability to care for children and who has not sought medical advice.

Please also see the following policies:

Absence from Work

Collection of Children

Safeguarding and Child Protection

Sick Child and Staff