



Smoking Policy, alcohol and Drugs

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, the nursery operates a strict "No Smoking Policy" within its buildings and grounds. It is illegal to smoke in enclosed places (effective in Scotland and Wales and England.)

Staff accompanying children outside the nursery are not permitted to smoke e.g. whilst on an outing. Preferably, staff must not smoke whilst wearing nursery uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle. Staff must not smoke near the location of the nursery, if they need to smoke it must be away from the nursery building and out of view from service users.

We do not condone the misuse of drugs, including alcohol, or smoking. It is our policy that the use of alcohol, illegal drugs or tobacco is prohibited/ forbidden in all areas of the nursery, including the garden, entrance and immediate encompassing areas.

Any staff member who appears to be under the influence of alcohol, illegal drugs, will be asked to leave the premises immediately. Where necessary disciplinary procedures will begin. If there are serious concerns about a staff member use of drugs or alcohol outside of their working hours, we will review the impact in line with the nursery's safeguarding and promoting children's welfare policy.

Under no circumstances will any person be allowed onto the premises under the influence of alcohol or illegal drugs.

Prescription medication

Prescription and over the counter medicines must not be kept anywhere near children. They are to be locked away in the medication cabinet. It is the responsibility of the person to whom the medication belongs, to ensure the medication is stored correctly, well away from children. Misuse of prescription drugs and over the counter drugs, including legal highs is also prohibited at any time. Any staff in breach of this policy will be subject to discipline procedures.

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)