



Alcohol and Drug (Toxic Substance) Policy

Rationale

At Stepping Stones Nursery our priority is the safety and well being of all the children. We maintain procedures for child protection and we expect everyone working within nursery to take responsibility for following these procedures.

Definition

A drug is defined as ‘a substance that people take to change the way they feel, think or behave’ (**United Nations Office on Drugs and Crime**). This policy will encompass all drugs/substances:

Alcohol

Tobacco

Legal substances i.e. caffeine

Over counter drugs i.e. cough medicine, paracetamol

Prescribed medicines

Volatile substances i.e. aerosols, butane, petrol..

In the event of an incident regarding alcohol/substance misuse we as a nursery will seek advice from external agencies such as Life Education centre, Drug Concern, Doctors.

Parents

If at any time we feel that a parent/ carer, or anyone authorised to collect the child is under the influence of alcohol and/or any other toxic substance, we as a nursery will have the child’s safety in mind and therefore may refuse to release the child into your care.

In the event that parents/carers appear to smell of alcohol but appear coherent, the child would be released but staff may feel the need to contact services including the police if they feel that the child would be in danger in their care. For example, transporting the child in a car whilst under the influence of alcohol.

If a parent/carers appeared to be under serious influence of alcohol with symptoms such as smelling of alcohol, slurred speech and “out of character” behavior then we would refuse the release of the child and we would then contact another authorized person to come and collect the child, explaining the circumstances. In some cases an incident of this nature could lead to a referral to the Children’s Social Care Team.

Staff members and other professionals

Under legislation we have the duty to ensure the health and safety and welfare at work of everyone within the premises. Similarly all staff members of other professionals also have responsibility to ensure the health, safety and welfare of yourself and others on the premises. The influence of alcohol and/or any other toxic substances will impair the health and safety of everyone within the premises and/or the safe and efficient running of the business. **Therefore under no circumstances** is any member of staff or other professional allowed onto the premises if they are under the influence of alcohol and/or any other substance abuse.



If we believe a staff member or other professional is intoxicated by alcohol or any other toxic substance, appropriate action will be taken. They will be asked to leave the premises immediately, and will be subject to disciplinary action or further action from other agencies including the police and children's social care team.

Any staff member taking prescribed medication for any reason, must declare it using the staff medication slips. If staff are required to take medication that could have an effect on their ability to care for children, they will be required to obtain written acknowledgement from a doctor stating that they are fit and safe to work with children whilst on the medication.

Children

If a child in the nursery is found to be intoxicated by alcohol or any other toxic substance, appropriate medical attention will be provided and the parent/carers and social care team would be informed and the incident recorded.

Possession of toxic substances and/or illegal items

If any individual are found to have items of toxic substances and/or any illegal items in their possession, these will be removed immediately. The police/ children's social care team will be informed if the items are found to be illegal. Parent/carers will be informed. If a child is found in possession of any unauthorised substance, it will then be removed and recorded immediately. The manager will then contact the **Health education Service** to inform them of the incident and to seek advice.

Equal opportunities

At Stepping Stones we believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the early years, and encourage an anti-discriminatory approach to the world in general, and other human beings in particular. We believe that everyone should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect.

Links to other policies

Medication Policy
Smoking Policy
Equal Opportunities Policy
Child Protection Policy
Authorised Collection
Safeguarding Children Policy

This policy is written in line with section 3.17 of the Statutory Framework for the Early Years Foundation Stage.