

Smoking, Alcohol, and Drugs
Policy

Policy re-written: July 16
Policy reviewed: July 2017
Policy Reviewed: June 2018
Review date: June 2019

There is a strict **no** smoking policy at TOSH.

No person, staff, parent, or carer may smoke within the confines of the building or its playground at any time when children are present or when children are about to be present.

It is a disciplinary matter if TOSH team smoke in the nursery or its surrounding grounds.

The No Smoking Policy also extends to TOSH staff when they are away from the setting accompanying children on outings or when they are representing the setting.

Staff may not use alcohol or drugs during working hours. Any indication that alcohol or drugs have been used during working hours, will be taken seriously by the management and if proven, will result in formal dismissal from this setting.

If a member of staff is suspected to have used drugs or alcohol they will not be permitted to drive from the premises and they may be reported to the police if they try to do so.

If it is suspected or identified that any parent / carer has used alcohol or drugs prior to collecting their child from the setting, they will be refused permission to collect their child and the child will be deemed as being abandoned. (see uncollected child policy).

Parents / carers have responsibility for ensuring that their child / children are collected from nursery responsibly, safely and on time, and therefore misuse of alcohol or drugs constitutes neglect and will be reported to Kent Safeguarding Team.

Staff at The Old School House will take advice from Kent Safeguarding and it is likely that substance misuse will be also be reported to the police.

EYFS 3.55