



No-smoking, alcohol and drugs

Policy statement

We comply with health and safety regulations and the Safeguarding and Welfare Requirements of the Early Years Foundation Stage in making our setting a no-smoking environment - both indoors and outdoors.

Procedures

- All staff, parents and volunteers are made aware of our No-smoking Policy.
- Staff who smoke do not do so during working hours, unless on a scheduled break and off the premises.
- Staff who smoke during working hours and travelling to and from work must not do so whilst wearing a setting uniform or must at least cover the uniform.
- E-cigarettes are not permitted to be used on the premises.
- Staff who smoke or use e-cigarettes during their scheduled breaks go well away from the premises.
- Staff who smoke during their break make every effort to reduce the effects of odour and passive smoking for children and colleagues
- Smoking is not permitted in any vehicles belonging to the setting.
- Staff are made aware that failure to adhere to this policy and procedures may result in disciplinary action.
- It is a criminal offence for employees to smoke in smoke-free areas, with a fixed penalty of £50 or prosecution and a fine of up to £200.

Alcohol and illegal drugs;

Anyone who arrives at nursery under the influence of alcohol will be asked to leave immediately, if they are a member of staff, disciplinary procedure will follow. Staff are also asked not to bring alcohol on the premises.

If a member of staff is taking prescribed drugs that may affect their ability to function effectively, they must inform the manager immediately.

If a parent/career is under the influence of alcohol, we as professionals felt they were unsuitable to look after a child we would prevent the child from leaving the nursery with them. This also applies if a parent/career arrives under the influence of illegal drugs.

Legal framework

- The Smoke-free (Premises and Enforcement) Regulations (2006)
- The Smoke-free (Signs) Regulations (2012)

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