

No Smoking, Alcohol or Drugs/ Illegal Substances Policy

We work within the Statutory Framework for the Early Years Foundation Stage (EYFS), published by the Department for Education (DfE) in March 2021, effective from September 2021

Links to:

Childcare Act 2006	Health and Safety Executive – Fire Safety
Child Protection and Safeguarding Policy	Health and Safety Policy
Code of Conduct	Misuse of Drugs Act 1971
Discipline and Grievance Policy	Smoke-free Regulations 2007
Equality Act 2010	Smoking at Work Act 2007
Fire Safety and Evacuation Policy	The Health Act 2006

Smoking

It is against the law to smoke inside any enclosed, public space. Merry go Round Day Nursery operates a no smoking rule throughout the Nursery, grounds and surrounding area. No smoking signs are displayed throughout the settings.

It is not appropriate for staff, students or volunteers to smoke within sight of service users. Any member of staff wishing to smoke may only do so during their lunch break as long as they are not seen to be in uniform and are not near the premises. At Green Croft and Riverside, there are designated areas for smoking outside the grounds. Cigarette ends must be completely extinguished and disposed of appropriately. Adults are expected to ensure all clothing is free from smoke/odours when returning to the setting and hands are washed thoroughly with antibacterial soap before continuing work with children.

The use of e-cigarettes (vaping) within the nursery and grounds is also prohibited. The same rules apply as to tobacco cigarettes.

Any staff found in breach of this policy will be issued with disciplinary action. See Disciplinary and Grievance Policy.

Free Smoke-free Helpline

Call to speak to a trained, expert adviser on 0300 123 1044. Lines are open Monday to Friday 9am to 8pm and Saturday and Sunday 11am to 5pm

It is illegal to smoke in a car (or other vehicle) with anyone under 18. The law changed on 1 October 2015, to protect children and young people from the dangers of second-hand smoke.

The law applies:

- to any private vehicle that is enclosed wholly or partly by a roof
- when people have the windows or sunroof open, or the air conditioning on
- when someone sits smoking in the open doorway of a vehicle

The law does not apply to:

- e-cigarettes (vaping)
- a driver who is 17 years old if they are on their own in the car
- a convertible car with the roof completely down

Alcohol and Drugs/ Illegal Substances

Merry-go-Round Day Nursery Policy

The use of alcohol, drugs and illegal substances is strictly prohibited within the nursery buildings, grounds and surrounding area. Any persons found consuming alcohol and/ or using drugs/ illegal substances in these areas will be removed immediately and the police may be informed.

If staff suspect a parent/ carer is intoxicated or under the influence of drugs/ illegal substances (including illegal use of prescription drugs) when collecting a child, the child will not be handed over to the parent and another person from the child's Contact Form will be telephoned to collect the child. The Designated Safeguarding Lead (DSL), Nicola Ovel, will contact the Local Authority Designated Officer (LADO) for Safeguarding. If no other suitable person can collect the child, the DSL will contact the Multi-Agency Safeguarding Hub (MASH) team and proceed as instructed.

If a staff member is intoxicated or under the influence of drugs/ illegal substances (including illegal use of prescription drugs), they will be removed immediately from the premises and a full investigation will commence. See Discipline and Grievance Policy.

Medication (Legal Prescription Drugs)

Merry go Round understand that some legally prescribed drugs (medication) can affect people in different ways. Parents/ Carers should speak to the Manager in confidence if they are under such medication and, in some circumstances, make arrangements for collection of children.

Staff who are prescribed medication that may affect their ability to care for children should discuss this in the first instance with their GP. To ensure they are able to work with children, the staff member must meet with the Manager at the start of the course of medication, with named information on all medications, and have regular meetings to discuss health progress. In the event of staff being found not suitable to work directly with children, other roles may be found when available. Staff will need to gain a Fitness for Work statement from their GP to determine their suitability within the role. See Staff Policy - Staff Sickness Policy.

Adoption Date: 1st September 2020.

Signed:

Nicola Ovel

Annual Review

Reviewed 1st September 2021

Reviewed 1st September 2022

Reviewed 1st September 2023

Next review 1st September 2024