

## Alcohol and Drugs Policy

Alcoholic drinks may not be brought into the Nursery and illegal drugs are **forbidden**.

### Employees

Any employees found under the influence and in possession of alcohol will be subject to disciplinary action, including summary dismissal.

Illegal drugs of any description may not be brought into the Nursery premises and, should a member of staff be under the influence of illegal drugs or have them in their personal possessions, they will be suspended from their duties until a full investigation can be carried out. This could lead to disciplinary action and possible dismissal.

### Parents and Visitors

The Nursery's priority is to provide a safe and caring environment for the children within our care. Should a visitor or a parent be suspected of being under the influence of alcohol or drugs, a member of staff may ask them to leave the Nursery building. Should the parent or visitor refuse to leave a member of staff will call the police.

In the event of a parent collecting a child while under the influence, the Nursery staff will endeavour to contact another relative before the parent leaves with the child, to inform them of the situation. Unfortunately, the Nursery cannot force a parent collecting a child to stay, but if a parent should drive off with a child whilst being suspected of being under the influence, the police will be contacted. The nursery will also notify the Local Authorities Safeguarding Team.

Last updated November 2023