

Bizzie Lizzies Nursery and Pre School.

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RP number - 906327

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Drugs and Alcohol

At Bizzie Lizzies Nursery, we are committed to providing a safe, healthy, and professional environment for children, staff, parents, and visitors.

The misuse of drugs, alcohol, or other substances can pose a serious risk to health, safety, and wellbeing, and is incompatible with working in a childcare environment. This policy outlines our approach to preventing and responding to drugs and alcohol misuse.

Aims

- To ensure the safety and wellbeing of all children, staff, parents, and visitors.
- To maintain a professional and safe working environment.
- To provide clear guidance to staff on expectations and responsibilities.
- To comply with safeguarding and health and safety requirements.

Policy

Staff

- Staff must not be under the influence of alcohol, drugs, or any substance (including certain prescription medications) that could impair their ability to care for children safely.
- Staff must not consume alcohol or use illegal drugs on nursery premises, during working hours, or while responsible for children (including during outings).

- If a member of staff is taking prescribed medication that may affect their ability to work safely, they must inform the Nursery Manager immediately. A risk assessment will be carried out to ensure the safety of the children.
- Staff must not bring alcohol, illegal drugs, or non-prescribed substances onto nursery premises.

Parents, Carers, and Visitors

- Parents or carers who appear to be under the influence of alcohol or drugs when collecting their child will be spoken to sensitively but firmly by staff.
- If staff believe a parent/carer is unable to care safely for their child, alternative arrangements will be made (e.g., contacting an authorised emergency contact).
- In serious cases, the Designated Safeguarding Lead (DSL) may contact social services and/or the police.

Children

- The use or possession of drugs, alcohol, or harmful substances by children is not permitted under any circumstances.
- If staff suspect that a child may have been exposed to drugs or alcohol misuse within their home environment, this will be treated as a safeguarding concern and reported in line with our **Safeguarding and Child Protection Policy**.

Procedures for Concerns About Staff

- Concerns regarding staff will be treated seriously and confidentially.
- If a staff member is suspected of being under the influence while at work, they will be removed from duty immediately.
- The Nursery Manager will investigate the matter in line with the staff disciplinary procedure.
- Where necessary, advice will be sought from safeguarding professionals, HR, or the Local Authority Designated Officer (LADO).

Confidentiality and Support

- Staff who recognise they have an issue with drugs or alcohol are encouraged to seek support at the earliest opportunity.

- The nursery will treat such disclosures in confidence and may signpost to professional support services.
- A supportive approach will be taken where possible, but safeguarding of children will always remain the highest priority.

Monitoring and Review

- This policy is reviewed annually or sooner if required by changes in legislation or safeguarding guidance.
- All staff are made aware of this policy during induction and are expected to follow it at all times.

Legal Framework

- **Statutory Framework for the Early Years Foundation Stage (EYFS)**
- **Health and Safety at Work Act 1974**
- **Misuse of Drugs Act 1971**
- **Safeguarding Vulnerable Groups Act 2006**
- **Working Together to Safeguard Children (2018)**