



Allsorts Childcare Smoking, Vaping, Drugs and Alcohol Policy

Purpose

Allsorts has this policy to outline expectations for staff, visitors and parents/carers, relating to smoking/vaping, drugs and alcohol.

Smoking and Vaping

All of the Allsorts settings operate a no smoking or vaping policy within the grounds and the premises. This is applicable to all staff, visitors, students and parents etc.

Persons smoking or vaping on the grounds will be asked to leave the premises. Staff found to be smoking or vaping on the premises will be subject to disciplinary procedures.

Staff accompanying children outside the settings are not permitted to smoke or vape. We also request that parents accompanying Allsorts children on outings refrain from smoking/vaping whilst caring for the children.

Staff must not smoke whilst their Allsorts uniform is on show as staff are positive role models to children and should promote a healthy lifestyle.

If staff wish to smoke on their break, they must do so at the beginning of their break and ensure they are outside of Allsorts premises. On returning to the setting staff must wash their hands - staff must not touch or interact with children until they have done so.

If a member of staff smells strongly of cigarette smoke they will be asked to change their clothes. Clothes should be removed or well covered with a jacket/coat to stop cigarette smoke lingering on clothes which are worn in close contact with children.

Drugs and Alcohol

There is evidence that the effects of drinking alcohol, or drug use/misuse, can reduce personal performance and potentially increase absence rates. Any form of drug or alcohol related problem is a very serious matter and in some circumstances may be a criminal offence.

The scope of this policy extends to alcohol, illicit drugs or substances and over-the-counter or prescription medication if abused or taken in an irresponsible manner.

Associated Hazards

- Impairment of co-ordination
- Inability to drive or use equipment safely
- Lack of awareness, judgment and sense of danger
- Heightened sense, and use of aggression towards others
- Overconfidence in potentially dangerous situations.

If an alcohol or drug related problem comes to light that results in unacceptable behaviour or performance it may be dealt with in accordance with Allsorts Childcare's disciplinary procedure.

Behaviour or performance which is found to be unacceptable and related to alcohol or drug abuse, may, depending on the circumstances of the individual case, result in summary dismissal.

Staff will:

- Inform the Director if they are taking any prescription medications that may affect their ability to safely operate vehicles, equipment, machinery or to carry out any Nursery related activities.
- Not attend for work at any time whilst under the detrimental influence of alcohol or drugs.
- Seek help if they recognise they have an alcohol or drug related problem.
- Inform the Directors if they are aware that any staff have an alcohol or drug related problem that is affecting their work. This will ensure that staff receive the necessary support and assistance.