

## SMOKING, ALCOHOL OR DRUGS POLICY

Ramas Daycare are fully committed to promoting the health and well-being of children, families, employees and other visitors to the nursery. We do not condone the misuse of drugs, including alcohol, or smoking. It is our policy that the use of alcohol, illegal drugs or tobacco is prohibited/ forbidden in all areas of the nursery, including the garden, entrance and immediate encompassing areas (building, carpark, grounds etc).

Children's health and wellbeing is of the utmost importance for the children in our care. Smoking has proved to be a health risk and therefore in accordance with childcare legislation, the nursery operates a strict "No Smoking Policy" within its buildings and grounds. It is illegal to smoke in enclosed places (effective in Scotland and Wales and England.)

Parents are respectfully required to abstain from smoking whilst on the premises. This rule also applies to staff, students, carers, and visitors etc.

Staff accompanying children outside the nursery are not permitted to smoke e.g., whilst on an outing. Staff must not smoke whilst wearing nursery uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle.

Staff must not smoke near the location of the nursery, if they need to smoke it must be away from the nursery building and out of view from service users.

This policy aims to include the following aspects:

- To protect the physical, psychological and emotional well-being of all children using the Nursery, their families and staff
- To protect children, parents and staff wherever possible from second-hand smoke
- To provide a clear message to all parents/carers, staff, volunteers and visitors using the nursery about our policies on smoking, illegal drugs and alcohol
- To provide appropriate support to any child thought to be at risk
- To follow the law around smoking, illegal drugs and alcohol

### Smoking

Smoking is not permitted anywhere in the premises (including the garden area). We do not offer smoking breaks, if staff wish to have a cigarette on their unpaid break, they must do so offsite and not on nursery grounds. We also ask that staff cover or remove their uniform and ensure they do not have contact with children upon returning to the nursery until they have thoroughly washed their hands and ensure no smoke odour remains on their clothes. These measures will be closely monitored by management.

Any staff member who appears to be under the influence of alcohol, illegal drugs, will be asked to leave the premises immediately.

Where necessary disciplinary procedures will begin. If there are serious concerns about a staff members use of drugs or alcohol outside of their working hours, we will review

the impact In line with the nursery's safeguarding and promoting children's welfare policy.

Under no circumstances will any person be allowed onto the premises under the influence of alcohol or illegal drugs.

#### Prescription medication

Prescription and over the counter medicines must not be kept anywhere near children. They are too be locked away in the medication cabinet. It is the responsibility of the person to whom the medication belongs, to ensure the medication is stored correctly, well away from children.

Misuse of prescription drugs and over the counter drugs, including legal highs is also prohibited at any time. Any staff in breach of this policy will be subject to discipline procedures.