

SMOKING , DRUGS AND ALCOHOL POLICY

In the context of this policy, the term 'drugs' includes both legal and illegal drugs. Legal drugs and substances include tobacco, alcohol and solvents.

The pre-school does not condone the use of drugs, or the illegal supply of these substances.

Alcohol can be allowed on the premises on the condition:-

1. It can be brought in for raffle prizes etc. in a sealed state.
2. It can be used for evening fundraising events which are for adults only and offer a glass of Alcoholic beverage which can be consumed on the premises.

The pre-school does not allow smoking on the premises. The designated smoking area is at the side of the building out of view of the children

The pre-school will not allow the advertising of drugs, alcohol or tobacco on the premises.

The pre-school is committed to the health and safety of the children and staff and will take action to safeguard their well-being.

Staff will not be allowed to work at the setting if they are under the influence of drink or drugs.

Any member of staff arriving at work under the influence of drugs or alcohol will be sent home immediately (they will not be allowed to drive if this is the case). It is the manager Hayley Fisher or Carol Outram (in the manager's absence) who will determine if staff are 'fit for work'. Any instances of staff being sent home due to 'not being fit to carry out their duties' will forfeit pay for that period. Any appeal by a members of staff must be made immediately so that any discrepancies can be brought to an instant conclusion.