



No Smoking, Drugs and Alcohol Policy

At Bierton Pre School we have a strict policy of no smoking, vaping, drugs or alcohol in all areas including its grounds and surrounding areas, to ensure the health, safety and well-being of everyone. This applies to all staff, parents, carers and visitors to the pre school.

Staff

- All staff are made aware of this policy and expected to adhere to it at all times.
- Pre school staff must not be under the influence of alcohol or other substances that may impair their ability to care for children. Any breach of this policy will result in disciplinary procedures which could lead to dismissal.
- Staff are asked to refrain from smoking while wearing Bierton Pre School uniform.

Parents

- Any parent, carer or visitor who is found to be under the influence of alcohol or other substances will be asked to leave immediately.
- Staff must inform the Manager if they have reason to believe that a parent/carer is under the influence of alcohol or other substances when dropping off or collecting their child.
- Should a parent/carer arrive to collect a child and is suspected of being under the influence of alcohol or other substances, the Manager must be informed immediately and before the child is removed from the setting.
- If the Manager/Safeguarding Officer believes that to release the child will put the child at significant risk of harm, it will be suggested to the parent/carer that alternative arrangement for collection is made.
- The parent/carer will be asked to leave the setting. The child will be looked after by the staff while alternative arrangement for safe collection is made.
- If the parent/carer refuses, becomes abusive or it is suspected they may attempt to drive, the Police will be called.
- All incidents must be fully documented.

This policy was adopted by the Bierton Pre School Committee

Date: **2nd April 2019**

Signed:.....

Name: **SARAH HEARN**

Role of signatory: **CHAIRPERSON**

Signed, all staff: