



Happy Bunnies Nursery

Alcohol and Substance Misuse Policy

September 2017

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Position.....

Date.....

Internal use only

Date of review	Author	Date for next review
September 2019	Gemma Linton	September 2020

Alcohol and Substance Misuse Policy

At Happy Bunnies, we are committed to providing a safe environment that helps to ensure the welfare of the children in our care. This includes making sure that children are not exposed to adults who may be under the influence of alcohol or other substances that may affect their ability to care for children.

Alcohol

Under the Health and Safety at Work act 1974, companies have a legal requirement to provide a safe working environment for all of their employees.

Anyone who arrives at Happy Bunnies clearly under the influence of alcohol will be asked to leave.

If that person is a member of staff, the member of staff will be suspended and a full investigation will be carried out. This may result in action being taken, including dismissal.

If that person is a parent or carer of a child, the nursery will judge if the person is suitable to care for the child. The nursery may call a second contact from the child's registration form and ask from them to be collected by this alternate person. If a child is thought to be at risk, the nursery will follow the Safeguarding/ Child Protection procedure and the Police/ MASH (Multi Agency Safeguarding Hub) will be contacted.

If anyone arrives at the nursery that appears to be under the influence of alcohol, and refuses to leave or becomes abusive the Police will be contacted.

Staff, students, Parents, carers, visitors, contractor's visitors. are asked not to bring alcohol onto the nursery premises.

Substance misuse

Anyone who arrives at the nursery and appears to be under the influence of illegal drugs, or any other substance including medication, that affects their ability to care for children, will be asked to leave the premises immediately.

If they are a member of staff, the Nursery will suspend and will complete a full investigation which may lead to disciplinary actions.

If they are a parent, the nursery will judge if the parent is suitable to care for the child. The nursery may call the second contact on the child's registration form and request for an alternative person to collect. If a child is thought to be at risk, the nursery will follow the Safeguarding/Child Protection procedure and the police may be called.

The nursery will contact the Police if anyone (including staff, students, volunteers, contractors and visitors) is suspected of being in possession of illegal drugs or if they are driving or may drive when under the influence of illegal drugs.

If a member of staff is taking prescriptive medication that may affect their ability to work, they must inform the nursery Manager as soon as possible to arrange for a risk assessment to take place.

Safeguarding/child protection

If a parent/carer is clearly over the alcohol limit, under the influence of illegal drugs or concerns are raised and it is believed that the child is at risk we will follow our Safeguarding/Child Protection procedures, contact the MASH team and the Police.

Staff will do their uttermost to prevent a child travelling in a vehicle being driven by a person who may be under the influence of alcohol or drugs and the police will be called.

Where an illegal act is suspected to have taken place, the police will be called.