

Mrs Bonds Village Nursery

Drugs and Alcohol Policy

Policy Intent

Mrs Bonds Village Day Nursery are committed to promoting the health and well-being of children and their families. We do not condone the misuse of drugs, including alcohol, or smoking. The use of alcohol, illegal drugs or tobacco is forbidden within the grounds of Mrs Bonds Village Nursery and the immediate encompassing areas (including the building, car park and grounds).

This policy is informed by the following legislation:

• UN Convention on the Rights of the Child • The Children Act 1989 • The Children Act 2004 • The Medicines Act 1968 • The Misuse of Drugs Act 1971 • Control of Substances Hazardous to Health Regulations (COSHH)

Definitions

A drug is defined as, 'a substance that people take to change the way they feel, think or behave' (United Nations Office on Drugs and Crime)

This policy will encompass all drugs under this definition: • Alcohol • Tobacco • Other Legal drugs e.g. caffeine • Volatile substances e.g. aerosols, butane, petrol

Policy Aims

- 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.

Illegal drugs and alcohol

- Illegal drugs are forbidden anywhere on the nursery (grounds and building). This applies to all children and families using the facilities, all staff and student/placement volunteers. It also applies to all parents/carers, staff and volunteers taking part in off- site activities organised by the Nursery.
- Alcohol should not be consumed on the Nursery premises during nursery hours.
- 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 member's use of drugs or alcohol outside of their working hours we will review the impact in line with the Nursery's Safeguarding

Policy and Staff Conduct Policy

- Practitioners taking medication which they believe may affect their ability to care for the children within the setting should seek medical advice. Staff members should only resume their normal duties when they have been advised that the medication will not impede their ability to fulfill their role.
- Use or supply of illegal drugs or solvents on the premises will be treated with the utmost

seriousness. Where illegal substances are discovered we will inform the Police. No staff member should attempt to analyse or taste an unidentified substance.

- Young children should never be in possession of alcohol, tobacco, matches, lighters, sniffable products or any illegal drug at any time. If any child is found in possession of an illegal drug or solvent, it will be confiscated by the Nursery in the presence of a witness and put in a locked drawer/cupboard in the Nursery Manager's office. We will inform social services and the police. Parents/carers will be informed, and a record of the incident will be kept.

- If any child is thought to be 'under the influence' medical help will be sought at once and first aid given if required. We will inform Bromley (Bromley Children's and Family Hub) and the parents.

- A parent/carer wishing to collect a child while under the influence of drugs or alcohol: No staff member will deal with this situation without full support. Where parents/carers appear to

be under the influence of alcohol or drugs that will impair their ability to care for their child(ren), we will do our best to persuade the parent/carer to keep their child(ren) on the premises (if suitable care is available) or to find an alternative appropriate adult to come and escort them home and provide care. Children will not be allowed to leave with a parent or carer who is deemed under the use of drugs or alcohol. We will do our utmost to contact other carers (Parent or Guardians) from the child's record forms. If this is unsuccessful we will contact Bromley (Bromley Children's and Family Hub) in line with our Safeguarding Policy.

- If there are concerns about the impact of a parent/carer's substance misuse upon the child(ren) outside of the Nursery we will follow our Safeguarding Policy and make necessary referrals.
- Any parent collecting a child from the premises smelling of alcohol, but whom does not appear to be under the influence of alcohol, will be questioned on this aspect, a parent/carer displaying responses of a sound mind and ability will be allowed to take the child. The parent will be informed that a note of concern will be added to their file and continual re-occurrences may result in a referral to Bromley MASH (Bromley Children's and Family Hub) should the Nursery deem the child to be 'at risk'.

Legal and prescribed drugs

- Any medicinal drugs belonging to Nursery staff should be kept in a secure place (e.g. medicine cabinet or locker) away from children's reach.
- Nursery staff will strictly adhere to our Medication Policy for medicinal drugs in respect of children and will decline the administration of any medication which does not fit the criteria outlined within the policy.
- The nursery will keep records of regular prescribed drugs that staff take in case of Emergency situations where this information may need to be shared with medical personnel

Smoking and Tobacco

- Please see our Smoking Policy for more information.

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This policy was reviewed on 25.09.25