# A logo with flowers and leaves AI-generated content may be incorrect.Alcohol and Substance Misuse Policy

At **Little Wonderland Nursery Ltd** we are committed to taking all necessary steps to keep children safe and well. 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 them.

This policy is in line with the Health and Safety at Work Act 1974 and The Misuse of Drugs Act 1971. This should be read in conjunction with the Safeguarding children and child protection policy, disciplinary policy and Suitability of staff policy.

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 the nursery clearly under the influence of alcohol will be asked to leave. If they are a member of staff, the nursery will investigate the matter and will initiate the disciplinary process as a result of which action may be taken, including dismissal. Staff can still be under the influence of alcohol the following day after the night before and staff should be aware of this, ensuring this is not the case when starting work.

If they are a parent, the nursery manager and/or designated child protection officer will judge if the parent is suitable to care for the child. This may involve calling the second contact on the child’s registration form to collect them. If a child is thought to be at risk, the nursery will follow the safeguarding children and child protection procedure and the police/children’s social services may be called.

If anyone arrives at the nursery in control of a car under the influence of alcohol the police will be contacted. Staff, students, parents, carers, visitors, contractors etc. must not bring alcohol on to the nursery premises.

Substance misuse

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

If they are a member of staff, an investigation will follow which may to lead to consideration of disciplinary action, as a result of which dismissal could follow.

If they are a parent the nursery manager and/or designated safeguarding officer will judge if the parent is suitable to care for the child. This may involve calling the second contact on the child’s registration form to collect them. If a child is thought to be at risk, the nursery will follow the child protection procedure and the police may be called.

The nursery manager 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 they are a member of staff, serious disciplinary procedures will be followed.

If a member of staff is taking medication that may affect their ability to care for children, they must seek medical advice and inform the nursery manager as soon as possible to arrange for a risk assessment to take place. This will ensure that staff members only work directly with children if medical advice confirms that the medication is unlikely to impair that staff member’s ability to look after the children properly.

Any medication on the premises is stored securely, and out of reach of children, at all times.

**If the nursery suspects a member of staff who may have a drug or alcohol problem, but there is no evidence**

If the nursery suspects there may be an issue with drugs or alcohol (such as from observations and/or staff feedback) including poor performance, changes in behaviour and/or sickness, but there is no evidence that it is happening during working hours or that they are arriving at work under the influence of drugs or alcohol, a meeting will be held with the member of staff and manager to investigate the health concerns.

Support and referral to appropriate services may be offered to the staff member, if this is considered appropriate.

Confidentiality will be maintained at all times.

The staff member will be reminded that disciplinary procedures that will apply if they attend work under the influence of drugs or alcohol.

Child protection

If a parent or carer is clearly over the alcohol limit, or under the influence of illegal drugs and it is believed the child is at risk, we will follow our Safeguarding Children andChild Protection procedures, contact social services and the police.

Staff will do their utmost to prevent a child from travelling in a vehicle driven by a parent or suspected of being over the alcohol limit or under the influence of illegal drugs. If necessary, the police will be called.

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| **This policy created on:** | **Signed on behalf of the nursery** | **Date for review** |
| *18.3.2025* | *S.Sneddon* | *18.3.2026* |