



Drugs and Alcohol Policy

Parents and Carers:

Little Treacle's Nursery has a duty to always safeguard the welfare of the children. We therefore reserve the right to refuse the release of a child if we believe it would not be in the child's best interest to do so; for example, if a parent/carer is under the influence of drink or drugs.

If this situation arises staff will:

- Refuse to release the child.
- Attempt to contact other people who are authorised to collect the child.
- If the above is not possible, we will contact the police, who in turn will organise to place the child.
- Inform Social Services Duty Officer following liaison with the police/ LADO.
- Following the incident, as soon as practically possible, a formal referral process should take place via the Local Children's Safeguarding Board (LCSB).

Staff, Students and Volunteers :

The consumption of alcohol or use of drugs by members of staff, students, and volunteers whilst on duty is strictly prohibited, either on or off the premises. Staff, students and volunteers will not be permitted to work if they appear to be under the influence of alcohol or drugs. If this situation arises then:

- The person will be asked to leave the premise. If the person appears unfit to do so alone because of alcohol or drugs, then management will contact a family member to collect them.
- If the staff member is under the influence of alcohol or substance misuse and attempts to drive, the police should be informed.
- This person will face disciplinary action, up to and including dismissal.

Organised social gatherings

Alcohol may be agreed to be on site unopened when parents or visitors exchange gifts for special occasions, for example at Christmas.