



# Oscar Bears' Day Care

## Oscar Bears Day Nursery - Smoking, Drugs and Alcohol Policy

References/Legislation that informs this policy:

*UN Convention on the Rights of the Child – 1989 (Ratified 1999)*

*The Children Act 1989*

*The Children Act 2004 (Every Child matters)*

*The Medicines Act 1968*

*The Misuse of Drugs Act 1971*

*Control of Substances Hazardous to Health Regulations (COSHH)*

*Smoke-Free (Premises and Enforcement) Regulations*

*Smoke-Free (Signs) Regulations*

### Introduction

It is the intention of Oscar Bears Day Nursery to promote and protect the health and well being of its children, employees and other visitors to the nursery. It is recognised that smoking is bad for health and unpleasant to many users of buildings and services. We believe that those working with children are in a unique position to act as positive role models and have a responsibility to send out consistent messages about hazards of smoking. This also applies to alcohol and drug abuse.

Oscar Bears operates a zero tolerance policy towards smoking, drugs and alcohol.

This policy applies to all employees, parents, trainees, students, contractors and other users and visitors to the nursery.

### Smoking

Smoking is not permitted anywhere in the premises (including the garden area) and no smoking signs are placed in the entrance to the nursery.

Oscar Bears do not offer staff smoking breaks. We recognise the damage that can be done by passive smoking. Should a member of staff wish to have a cigarette on their one hour unpaid break they must not light up in the nursery, buildings, or grounds and this includes doorways, entrances, walkways, playgrounds or car park. We also request that staff cover or remove their uniforms and ensure that they do not have contact with children for a full fifteen minutes upon their return to the building; thorough hand washing must also take place. These measures will be closely monitored by management anyone not adhering to the rules will be subject to discipline procedures.

### Alcohol

Staff are not permitted to consume alcohol during their contracted hours of work or to care for the children if they have consumed alcohol prior to commencing work. Consumption of alcohol is not permitted in the nursery, buildings or grounds and this includes doorways, entrances, walkways, playgrounds or the car park.

Any staff in breach of this policy will be subject to discipline procedure.

### Drugs



The same applies to all drugs other than those prescribed by a doctor and considered appropriate for intake while working with children

Prescription and over the counter medicines must not be kept in a handbag. It must be taken from the bag and put into a medicine cabinet locked away that children have no access too. **It is the responsibility of the person to whom the medication belongs, to ensure the medication is stored correctly, well away from all children.**

Misuse of prescription drugs and over the counter drugs, including legal highs is also prohibited at any time. Any staff in breach of this policy will be subject to discipline procedures.

#### Parent/Carer co-operation

Parents/carers are not allowed under any circumstances to smoke, take drugs or consume alcohol while on the nursery premises. This includes trips with the nursery off the premises and in the presence of other children at nursery or parents.

Cigarettes/tobacco and lighters, alcohol, drugs/medicine are forbidden to be left in a child's bag/belongings. These will be discarded by a staff member and the parent/carer will be informed immediately. This may result in loss of child's place.

Reviewed by: Laura Mills

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