



'At Bright Stars Plymouth CIC we promote equality between all people regardless of their sexual orientation, religion, race, gender or disability'

Review Date : May 2026

No smoking, alcohol or drugs Policy

Policy Statement

We comply with health and safety regulations in making sure that Bright Stars Nursery is a smoking, alcohol and drugs free environment- both indoors and outdoors.

Policy Procedure

All staff, parents and volunteers are made aware of our no smoking, alcohol or drugs policy. Staff who smoke do not do so during working hours or on the school premises. If a member of staff is found to be breaking these rules disciplinary action will be taken.

If a member of staff or volunteer arrives at the nursery under the influence of alcohol or drugs they will be immediately asked to leave the premises and disciplinary action will be taken.

In the event that a parent or carer arrives at the nursery and is deemed to be intoxicated with either drugs or alcohol, collection of the child will be refused. The decision will then be made by the nursery manager to telephone the emergency contact number and make arrangements for the child to be collected by them; the duty social worker will also be informed.

If the parent/carers becomes abusive or makes a nuisance of themselves, the police will be called. Bright Stars Nursery has a duty to safeguard the welfare of the child therefore no hesitation will be made when calling the police.

If a child is found to be in possession of alcohol it will immediately be removed from them and their parent/carers will be informed. Alternatively, if a child is found to be in possession of drugs then they will be immediately removed and the parent/carers along with the police will be informed.

This policy will be reviewed annually

This policy was updated May 2024

Signed

(Chairperson)