

Smoking, Alcohol and Drugs Policy

Reviewed date: November 2023

Introduction

At BVNS, we are committed to providing a safe and healthy environment for all children, staff, and visitors. This policy outlines our approach to preventing exposure to smoking, alcohol, and drugs within our setting.

1. No Smoking Policy

- BVNS operates a strict no smoking policy. All areas, both indoors and outdoors, are designated non-smoking zones.
- Staff members are prohibited from smoking during working hours, both on and off the premises.
- Breaches of this policy will be addressed in accordance with our Disciplinary Policy.

2. Prohibition of Alcohol and Drugs

- The use, possession, or influence of alcohol and illegal drugs on nursery premises is strictly prohibited.
- If a staff member is suspected of being under the influence of alcohol or drugs upon reporting for work, immediate action will be taken. This includes contacting the nursery owner, Kenarik Esraeilian (07948804920), and temporarily suspending the staff member from duty.
- A replacement staff member will be arranged to maintain the required staff-child ratio.
- A full investigation will be conducted by the nursery owner, following which appropriate actions will be decided as per the Disciplinary Policy.

3. Staff Welfare and Support

- While maintaining a strict policy on the use of alcohol and drugs, BVNS is committed to supporting staff members who may be facing issues related to substance misuse.

- Our primary concern is the safety and well-being of the children in our care, and support offered to staff will not compromise this principle.

4. Awareness and Education

- Regular training and awareness sessions will be provided to all staff members to ensure understanding and compliance with this policy.
- Information will be shared with parents and visitors to reinforce the importance of this policy for the safety of the children.

5. Review and Updates

- This policy will be reviewed annually or as needed to ensure it remains effective and up-to-date with current best practices.