



Home-Grown in Malvern **Alcohol and Drugs Policy**

Staff Members

It is vital that all members of staff are alert to any dangers and are able to protect themselves and others within the setting. In order to do this effectively adults must not be under the influence of alcohol or any form of drugs (including some prescription medication). If any members of staff are prescribed medication, other than routine antibiotics, then Ofsted must be informed, where they will make a decision as to whether they can continue to work at the setting whilst taking them. All members of staff will not drink any alcohol during the setting opening hours or immediately before. Smoking is not permitted on the grounds of the setting at any time.

Parents/Carers

If you have been drinking, perhaps a work leaving do, Christmas party or whilst entertaining clients/friends, we recommend that you arrange for another responsible adult to collect your child, especially if you plan to drive home. Alternatively you may call the setting and we can delay the pick up time if possible.

Children

Drugs and alcohol are now more readily available to younger children. If we have any concerns that your child may be drinking alcohol, taking drugs or smoking we will discuss the matter with you immediately.

We will then work with you to support your child; however, we reserve the right to terminate our contract with immediate effect if we are concerned that your child's behaviour due to drugs/alcohol may be putting the other minded children at risk.

If you have any concerns or questions regarding this matter please do not hesitate to contact a member of staff.

Signed:

Date Reviewed: