



NO SMOKING POLICY STATEMENT

Promoting health and hygiene

No smoking, Drugs or Alcohol

We comply with health and safety regulations and the Welfare Requirements of the EYFS in making our setting a no smoking environment - both indoor and outdoor.

Procedures

All staff, parent/carers and volunteers are made aware of our no smoking policy. We display no smoking signs. The no smoking policy is stated in our information brochure for parents/carers. Rainbows End is a no-smoking setting, this includes vaping and e-cigarettes, this applies to staff and parents. Parents are asked to refrain from smoking or vaping during drop off and pick up times. Staff who smoke are made aware they are not permitted to do so during work hours.

Legal Framework

The Smoke-free (Premises and Enforcement) Regulations (2006).

The Smoke-free (Signs) Regulations (2007).

Alcohol or Substance Abuse Policy statement

When working directly with children, staff, students, volunteers, and visitors must not be under the influence of alcohol or any other substance.

Procedures

In the event that it is suspected that anyone has arrived at work under the influence of alcohol or an illegal substance, they will be taken aside by the manager who will express concern to the individual of the suspected alcohol or substance abuse. If the individual admits there is a problem, they will be sent home immediately, and careful monitoring would be taken by the manager. Medical support would also be suggested. On return to work, the individual will be appropriately disciplined following set disciplinary procedures. This is considered gross misconduct and could result in instant dismissal. If the manager is the person in question, then the concerned member of staff should contact the chairperson and/or Ofsted immediately and take appropriate action. If the individual denies any problem, they must be carefully monitored and not left unsupervised with children.

Any visitors found to be under the influence will be excluded from the pre-school and the matter referred to Ofsted.

If a parent or carer arrives to collect a child and appears to be under the influence of alcohol or drugs, we maintain the right to refuse to release the child into their care until a suitable alternative can be arranged. Failing that we will follow the procedure set out in our arrivals and departures policy.

Medication

Staff, volunteers, and students taking medication which may affect their ability to care for children, should seek medical advice before working with children. A doctor's certificate, confirming their ability to do the job on their medication, would be requested if thought necessary. The manager should be informed of any medication which may have cause for concern.

Policy Review

As part of Rainbows End Pre-School monitoring of child protection and safeguarding this policy will be subject to periodic review.

Policy adopted by: Rainbow's End Pre-School
Date: 01.01.2024
Policy Review Date: 31.12.2024 (or sooner if required)