

# **Drugs, Alcohol and Substance Misuse Policy**

## **Aim**

As an Ofsted registered Childcare Provider it is our aim to provide a safe and healthy environment for all of the children in our care. The implementation of this policy is to ensure that all parents and carers have a clear understanding of the procedures that we will follow with regard to alcohol, drugs and substance misuse.

## **Staff**

In order to enforce this, it is our policy that the staff at The Community Playgroups will, under no circumstances, be under the influence of alcohol or any other substance which may affect their ability to provide a safe, protected environment for all children to learn and develop in. This includes some prescription medication that may affect a member of staff's ability to work to the required standards, and also includes instances where staff members may be deemed to be still under the effects of alcohol, drugs or substances from the previous day, for example, being 'hungover'. Where prescription medications may affect performance, the advice of the member of staff's GP will be highly regarded. Any member of staff which is deemed is in breach of this policy may face disciplinary action in accordance with the business's disciplinary and grievance procedures.

## **Safeguarding Children**

Please note that The Community Playgroups will contact Children's Services should we believe that any of the children in our care may be witnessing the misuse of, or have access to drugs, alcohol or any other intoxicating substances in accordance with the business's safeguarding children policy. If you have any concerns or questions regarding this matter please do not hesitate to contact the Playgroup Manager.

## **Parents and Carers**

If parents and carers have consumed alcohol prior to collecting their child, The Community Playgroups ask that they arrange for another responsible adult to collect the child. Should a parent or carer collecting their child from The Community Playgroups appear to be under the influence of alcohol or drugs, it is our policy to withhold the child under our safeguarding children policy, and contact the Next of Kin people listed on the child's registration document and ask them to come to collect the child. As the child's safety is our main priority,

if the Next of Kin contacts aren't available, the Child Protection Unit will be contacted for further advice.

This is not a situation that we would like to be placed into, therefore, we politely request that parents and carers respect and adhere to this policy in order to maintain good relationships and of course, to ensure the safety of all children in our care.