

Drugs and Alcohol Policy

MARINE ACADEMY PRIMARY and Nursery POLICIES

VERSION CONTROL SHEET

POLICY NAME: No Smoking Policy

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Document date	Filename	Meeting submitted	Summary of changes required
04.09.17	No Smoking Policy	September 2017	

Drugs and Alcohol Policy

At Marine Academy Primary and Nursery, we are committed to promoting children's health and well-being.

This is of the upmost importance for the Academy. Smoking, drugs and alcohol has proved to be a health risk and therefore in accordance with legislation, the Academy operates a strict no drugs and alcohol policy within its buildings and grounds. It is illegal to smoke in enclosed places, which is discussed in the Academy's No Smoking Policy.

All persons must abstain from using drugs or drinking alcohol while on the premises. This applies to staff, students, parents, carers, contractors and any other visitors to the premises.

Staff accompanying children outside the Academy, are not permitted to take drugs or drink alcohol. We also request that parents accompanying nursery children on outings refrain from the above while caring for the children.

Staff must not take drugs or drink alcohol while wearing their Academy lanyards or uniform as it is essential that staff are positive role models to children and promote a healthy lifestyle.

Staff are not permitted to consume alcohol during their contractual hours of work or to care for the children if they have consumed alcohol prior to commencing work. Consumption of alcohol is not permitted in the Academy or its grounds. The same applies to drugs other than those prescribed by the doctor and considered appropriate for intake while working with children.

Misuse of prescription drugs and over the counter drugs, including legal highs is also prohibited at any time.

Prescribed drugs/medication

Such medication must not be kept in a staff members personal belongings. It must be signed into the medication cabinet situated in the Medical Room or Nursery Kitchen. It is the responsibility of the person whom the medication belongs, to ensure the medication is stored correctly, well away from all children in the office. Staff needing to take prescribed medication during their working hours, must do in one of the offices or a space away from children.

Parent/Carer cooperation

- ★ Parents/Carers are not allowed to take drugs or consume alcohol while on the Academy premises.
- ★ Parents/Carers are forbidden to bring alcohol or drugs into the Academy grounds.
- ★ Parents/Carers being abusive to children, staff members or other parents while on the premises will be asked to leave. The police may be called in this instance. In the event we will ask that someone comes to take responsibility of the child, i.e. the next contact. If a carer has been abusive we will inform the parent and wait for them to collect their

child. The perpetrator will no longer be allowed into or near the Academy premises. (In some cases it may be decided by Nursery management to revoke the child's place.)

- ★ Any supply of drugs via Parent/Carer while on the Nursery premises will result in loss of child place and result in information being shared with the police and local authorities.
- ★ Alcohol, drugs/prescribed medication is forbidden to be left in a child's bag/ belongings. These will be discarded by a staff member and the Parent/Carer will be informed immediately. This may result in a child's place being revoked in the Nursery.

We have a collection policy for a Parent/Carer under the influence of alcohol or drugs. The following guidelines will apply, we will manage the incident tactfully to ensure that the professional relationship with the family is maintained:

- ★ If a senior staff member has any concerns regarding the child's welfare, we would endeavour to speak to the Parent/Carer about the child's needs. Procedure will be followed in guidance with the safeguarding policy and child protection procedures.
- ★ We will ensure that there is two staff present when speaking to a parent so staff do not jeopardise their own safety or the safety of others in these situations
- ★ In the event that the Parent/Carer arrives under the influence of alcohol and drugs we will ask that someone comes with the Parent/Carer to take responsibility of the child. Should this not happen, although we have no legal right to withhold a child from a Parent/Carer, we reserve the right to contact any relevant authorities that we deem appropriate such as the police, children's services etc. Any member of staff feeling threatened should contact the police in the first instance.
- ★ Staff will make a full written report of the incident.
- ★ A child's safety is our main concern and as such this will determine the course of action taken.