



Alcohol and Substance Misuse

May 2024

At **Elsworth Pre-School** we are committed to providing a safe environment that helps to ensure the welfare of the children in our care. This includes making sure that children are not exposed to adults who may be under the influence of alcohol or other substances that may affect their ability to care for children.

Alcohol

Under the Health and Safety at Work Act 1974, companies have a legal requirement to provide a safe working environment for all their employees. Anyone who arrives at the pre-school clearly under the influence of alcohol will be asked to leave.

If they are a member of staff, the pre-school will investigate the matter and will initiate the disciplinary process, which could result in dismissal. If they are a parent/carer, the pre-school will judge if the parent is suitable to care for the child. The pre-school may call the second contact on the child's registration form to collect them. If a child is thought to be at risk the pre-school will follow the safeguarding children/child protection procedure and the police/children's social services may be called.

If anyone arrives at the pre-school in a car under the influence of alcohol the police will be contacted. Staff, students, parents, carers, visitors, contractors etc. are asked not to bring alcohol on to the pre-school premises.

Substance misuse

Anyone who arrives at the pre-school under the influence of illegal drugs, or any other substance including medication, that affects their ability to care for children, will be asked to leave the premises immediately.

If they are a member of staff, an investigation will follow which may lead to consideration of disciplinary action, which could result in dismissal. If they are a parent/carer, the pre-school will judge if the parent is suitable to care for the child. The pre-school may call the second contact on the child's registration form to collect them. If a child is thought to be at risk the pre-school will follow the safeguarding children/child protection procedure and the police may be called.

The pre-school will contact the police if anyone (including staff, students, volunteers, contractors and visitors) is suspected of being in possession of illegal drugs or if they are driving or may drive when under the influence of illegal drugs. If they are a member of staff serious disciplinary procedures will be followed. If a member of staff is taking prescriptive medication that may affect their ability to work, they must inform the pre-school manager as soon as possible to arrange for a risk assessment to take place.



Safeguarding/child protection

If a parent or carer is clearly over the alcohol limit, or under the influence of illegal drugs and it is believed the child is at risk we will follow our safeguarding/child protection procedures, contact social services and the police. Staff will do their utmost to prevent a child from travelling in a vehicle driven by them and if necessary, the police will be called.

Where an illegal act is suspected to have taken place, the police will be called.

Adopted on:	24 th May 2024
Adopted by:	Sophie Mills, Pre-School Interim Manager Hannah Holland, Chair of Trustees
Next Review Date:	24 th May 2025