



Oscar Bears' Day Care

No smoking, Drugs or Alcohol Policy

References/legislation that informs this policy:

UN convention on the rights of the child-1989 (Ratified 1999)

The Children Act 1989

The Children Act 2004 (Every Child Matters)

The Medicines Act 1968

The Misuse of drugs Act 1971

Control of substances Hazard to health Regulations (COSHH)

Smoke-Free (premises and enforcement) Regulations

Smoke-Free (Signs) Regulations

Introduction

It is the intention of Oscar Bears Day Care to promote and protect the health and wellbeing of its Children, employees and other visitors to the nursery. Smoking and the use of e-cigarettes has proved to be a health risk and therefore in accordance with legislation, the nursery operates a strict no smoking/vaping policy within its buildings and grounds. It is illegal to smoke/vape in enclosed places.

We believe that those working with children are in a unique position to act as positive role models and have a responsibility to send out consistent messages about hazards of smoking. This also applies to alcohol and drug abuse.

Oscar bears operates a zero-tolerance policy towards smoking, drugs and alcohol.

This policy applies to all employees, parents, trainees, students and other users and visitors to the nursery.

Smoking

Smoking (or vaping) is not permitted anywhere in the premises (including the garden area) and no smoking signs are placed in the entrance to the nursery.

Oscar Bears do not offer staff smoking breaks. We recognise the damage that can be done by passive smoking. Should a member of staff wish to have a cigarette on their lunch break they must not smoke in the nursery, buildings, or grounds and this includes doorways, entrances, walkways, playgrounds or carpark. We also request that staff remove their uniforms and ensure that they do not have contact with children for a full fifteen minutes upon their return to the building; thorough hand washing must also take place. These measures will be closely monitored by management anyone not adhering to the rules will be subject to discipline procedures.

Drugs

The same applies to all drugs other than those prescribed by a doctor and considered appropriate for intake while working with children.

Prescription and over the counter medicines must be kept in your personal belongings in the staff room. **It is the responsibility of the person to whom the medication belongs to, to ensure the medication is stored correctly, well away from all children.**



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Misuse of prescription drugs and over the counter drugs, including legal highs is also prohibited at any time. Any staff in breach of this policy will be subject to discipline procedures.

Parent/Carer co-operation

Parents/carers are not allowed under any circumstances to smoke, take drugs or consume alcohol while on the nursery premises. Cigarettes/vapes/tobacco and lighters, alcohol, drugs/medicine are forbidden to be left in a child's Bag/belongings. These will be discarded by a staff member and the parent/carers will be informed immediately. This may result in loss of child's place.

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