

## **Alcohol, drugs and medication**

In order to ensure a safe and secure environment for children, we have a strict policy that no alcohol may be consumed, by anyone whilst on the premises during the setting's opening hours.

Staff will not be permitted to care for the children if they have consumed alcohol prior to commencing work. The same applies to all drugs other than those prescribed by a doctor and considered appropriate for intake whilst working with children. Any medication required by staff during their working hours, must be kept securely in the office and the Preschool Manager advised. The preschool have the right to seek medical advice to confirm that any such medication is unlikely to impair the member of staff's ability to look after the children in their care.

Any concerns or complaints that are in raised in relation to alleged breaches of the welfare requirements will be investigated by the committee and preschool manager.

Should a member of staff be found under the influence of alcohol or drugs before or during the opening hours, they will immediately be asked to leave the premises and told to return home. This is a case of misconduct and as such, normal disciplinary procedures will begin. In the case of prescribed medication, this will be reviewed as a case of staff welfare.

The requirements of this policy will be advised to family members and visitors; it will be included in the Statement of Policies which is always displayed.

Staff will promote positive role models in health and safety practices in relation to drugs and alcohol.

### Parent/carer under the influence of alcohol or drugs

The following guidelines will apply; at all times the child's safety is our main concern and as such this will determine the course of action taken.

- we will manage the incident tactfully to ensure that the professional relationship with the family is maintained.
- if there are concerns for the child's welfare, we would endeavour to speak to the parent/carer about their child's needs.
- we will ensure that there are 2 members of staff present when speaking to the parent/carer so that staff should not jeopardise their own safety or that of others present.
- in the event that the parent/carer arrives at the setting under the influence of alcohol or drugs, we will ask that someone accompanies the parent/carer to take responsibility for the child before a member of staff gives up their responsibility for the child.

- Although we have no legal right to withhold a child from their parent/carer, we reserve the right to contact any relevant authorities that we may feel appropriate ie. police, partner etc.
- If a member of staff feels under threat, the police will be contacted.
- a full written report will be made of the incident.