



Alcohol and Drugs Policy

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Reviewed

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11/12/2015	JLindow	TWilson	2015
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Alcohol and Drugs Policy

As a professional childcare provision with a responsibility to care and protect young children we recognise the importance of being alert to any dangers and being able to protect them from harm.

In order to do this effectively staff must not be under the influence of alcohol or any form of drugs (including some prescription medication). Staff will need to inform the manager of any medication being taken and fill in a health declaration form.

If staff have been prescribed medication, other than routine antibiotics the manager reserves the right to request a medical certificate to ascertain suitability to work within the working environment and a back to work interview.

Alcohol is strictly prohibited and if a member of staff is found to smell of alcohol or be in possession of alcohol during the working hours on premises the manager reserves the right to start disciplinary procedures.

Please note that all staff should be aware that heavy drinking the night before work and coming into work with a hangover is unacceptable and disciplinary action will be taken.

Lilly Brook Pre-School reserve the right not to release a child to a collector/carer who we believe to be under the influence of drinks or drugs which would pose a risk to the child they are responsible for.

If you have any concerns or questions regarding this matter please do not hesitate to contact the setting manager.