

Alcohol, Drugs and No Smoking Policy

Health and Social Care Standards:

3.14 I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.

3.20 I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

Alcohol and Drug Use

The consumption of alcohol or drugs on or in close proximity of the nursery premises **IS NOT PERMITTED.**

Any staff members that are deemed unfit for work through the use of alcohol or drugs will be sent home immediately and disciplinary action will be taken.

Any staff member who is found to have alcohol or drugs on their person or is actively taking them whilst on duty will be suspended from duty immediately and disciplinary action will be taken.

If a staff member is taking any medication (short-term or long-term) - particularly medication that may have an effect on their performance - they will need to seek medical advice before being able to work directly with the children. This will also need to be discussed with, and the outcome decided by, the Team Leader.

The health and well being of all children, staff and visitors is of the utmost importance for Stramash.

Smoking

As per the ***Smoking, Health and Social Care (Scotland) Bill*** (2005)¹ Stramash operates a strict no smoking policy throughout the organisation. There are to be no allowances for staff, visitors, parents, contractors or members of the public to smoke either on site or near to any site - this includes in company minibuses.

Stramash will ensure that there are No Smoking signs on site and at gathering points near site (such as the entryway to site and the car park).

Staff accompanying children outside the nursery are NOT permitted to smoke and we will also request that volunteers (parents etc) accompanying nursery children on a nursery outing also refrain from smoking.

This policy also applies to the use of e-cigarettes.

Failure to comply with this policy will result in disciplinary action and possible criminal prosecution.

¹ [Smoking, Health and Social Care \(Scotland\) Bill \(2005\): Scottish Government](#)

