Blanchelande College

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Nursery No Smoking, Drugs, Alcohol, and Vaping Policy

Policy Statement

The nursery is committed to providing a healthy, safe, inclusive, and supportive environment for all children, staff, families, volunteers, and visitors, in accordance with the Early Years Quality Standards Framework (EYQSF). To protect children's wellbeing and promote positive health practices, the nursery operates in a strict smoke-free, vape-free, alcohol-free, and drug-free environment.

This policy applies to all staff, volunteers, students, contractors, parents/carers, and visitors while on nursery premises, within nursery vehicles, or when participating in any nursery-related activities, events, outings, or representing the nursery in any capacity.

1. No Smoking or Vaping

Smoking and vaping are strictly prohibited:

- Inside the nursery building, outdoor areas, nursery vehicles, or any location where children are present.
- During nursery events, outings, or activities organised by the nursery.
- At any time when staff are wearing nursery uniform or representing the nursery.

Visitors will be respectfully reminded of this policy if required, and staff are responsible for ensuring the nursery environment remains smoke-free and vape-free.

2. No Alcohol

- Alcohol is not permitted on nursery premises or during any nursery-related activity.
- Staff must not begin or continue work while under the influence of alcohol or any substance that may affect their ability to safely carry out their responsibilities.
- If a staff member is suspected to be impaired by alcohol, they may be removed from duty immediately and appropriate disciplinary procedures may be followed.

3. No Drugs or Controlled Substances

- The use, possession, distribution, or being under the influence of illegal drugs or controlled substances is strictly prohibited on nursery premises or during nursery activities.
- Staff must not attend work while impaired by drugs or any substance that could affect their judgement, behaviour, or ability to care for children safely.
- Any prescribed medication that may impact a staff member's ability to perform their role safely must be disclosed confidentially to the nursery leadership team so appropriate support and risk assessments can be considered.

4. Responsibilities

All individuals covered by this policy are expected to follow these requirements and support the nursery in maintaining a safe, healthy, and professional environment for children and the wider nursery community.

Any breaches of this policy will be addressed promptly and may result in disciplinary action or refusal of access to the nursery premises, depending on the circumstances.