

Intoxication Policy

Definition

(If alcoholic drink or a drug) cause (someone) to lose control of their faculties.

The Lyme Nursery is committed to keeping the children in our care, safe and secure.

To safeguard the children in our care:

Practitioners must not be under the influence of any substances which may affect their ability to work with the children.

Staff are required to inform the Nursery Manager/Person in Charge if any prescription medication could affect their ability to work with the children.

Staff are required to notify the nursery manager if medication is needed to be taken during the day.

It is essential that non-prescription medication must be kept locked away in the office.

Staff are not permitted to work under the influence of alcohol or recreational drugs.

At each annual appraisal, staff are required to complete a form providing up to date information in respect of any possible reliance upon recreational drugs or alcohol.

Staff who are suspected of attending work under the influence will be sent home immediately.

Staff who are sent home will be interviewed by the Manger/Person in Charge on their return to work.

If a member of staff attends work under the influence of drugs or alcohol, they will be sent home and investigated under disciplinary procedures.

Parents/carers

If a parent/carer arrives to collect a child and is suspected of being under the influence of alcohol and/or any other toxic substances, by displaying the following slurred speech, smell of alcohol or "appears out of character" they will be refused entry and staff will refuse to release the child into their care. The person in charge will then call another contact on the child's contact details form. If the situation cannot be resolved, the police and Social Services will be called.

Children

If a child in the Nursery is found to be intoxicated by alcohol or any other toxic substance, appropriate medical attention will be provided and the parent/carer and social care team will be informed and the incident recorded.

Possession of toxic substances and/or illegal items

If any individual is found to have items of toxic substances and/or any illegal items in their possession, these will be removed immediately and the police and social care team will be informed.

The legislation relating to this policy is:

UN Convention on the Rights of the child

Children Act 1989

The Medicines Act 1968

The Misuse of Drugs Act 1971

Control Of Substances Hazardous to Health (COSHH)