



Oakbridge Little Learners LTD
66-68 Bridge Cross Road
Burntwood, Staffordshire, WS7 2BY
contact@oakbridgellittlelearners.co.uk
01543 686099



SMOKING, ALCOHOL AND DRUGS

Policy Statement

Oakbridge Little Learners Ltd is committed to providing a safe, healthy and secure environment for children, staff, parents/carers and visitors. To safeguard children's wellbeing, the nursery operates a strict no smoking, alcohol and drugs policy.

This policy applies to all staff, students, volunteers, parents/carers and visitors and is implemented in line with the **Early Years Foundation Stage (EYFS)**.

This policy should be read alongside the **Safeguarding & Child Protection Policy, Staff Code of Conduct, Medication Policy, and Health, Safety & Hygiene Policy**.

Smoking and Vaping

- Smoking and vaping are **strictly prohibited**:
 - inside the nursery building
 - within the nursery grounds
 - around the perimeter of the nursery
- Staff are not permitted to smoke or vape during working hours, including breaks
- Staff are not permitted additional breaks for smoking or vaping

These measures protect children from exposure to smoke, vapour and associated health risks.

Alcohol

- Alcohol is **not permitted** on the nursery premises



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- Alcohol may only be brought onto the premises with prior permission from the Nursery Manager
 - Alcohol received as a gift must:
 - be stored securely in the office
 - not be opened on site
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Drugs and Medication

Illegal Drugs

- Illegal drugs are **strictly prohibited** on the nursery premises
 - Any concerns relating to drug use are managed in line with safeguarding and disciplinary procedures
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Prescribed and Over-the-Counter Medication

- Staff may bring prescribed or over-the-counter medication onto site
- Medication must:
 - be stored securely in personal belongings
 - be kept in the office
- Staff must inform the Nursery Manager if medication may cause side effects that could affect their ability to work safely

Medication procedures for children are managed in line with the **Medication Policy**.

Parents/Carers Under the Influence

- If a parent/carer arrives to collect a child and appears to be under the influence of alcohol or drugs, the nursery will:



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- refuse to release the child
- attempt to contact an alternative appropriate adult
- If no suitable adult can be contacted, the nursery will contact:
 - **First Response** (0800 1313 126)
 - the **Police**, where necessary

This action is taken to safeguard the child.

Staff Under the Influence

- Any staff member, volunteer or student who appears to be under the influence of alcohol or drugs will:
 - be removed from duty immediately
 - be managed in line with the nursery's disciplinary procedures

Safeguarding concerns will be addressed in line with the **Safeguarding & Child Protection Policy**.

Monitoring and Review

- Compliance with this policy is monitored by the Nursery Manager
 - Any concerns or breaches are addressed promptly
 - This policy is reviewed regularly to ensure it remains effective
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Policy Review

Created: August 2015

Reviewed: January 2026