

Alcohol and Substance Misuse Policy



Nurture and Grow Childcare

At **Nurture and Grow Childcare** we are committed to safeguarding the health, safety, and wellbeing of all children, staff, and families. This includes ensuring that no adult responsible for the care of children is under the influence of alcohol or substances that could impair their judgment or ability to work safely.

Legal Framework

This policy is guided by:

- Statutory Framework for the EYFS (2024)
- Health and Safety at Work Act 1974
- Misuse of Drugs Act 1971
- Children Act 1989 and 2004
- Working Together to Safeguard Children (2018, updated 2023)
- Equality Act 2010
- Data Protection Act 2018 and UK GDPR

Scope

This policy applies to all staff, apprentices, students, volunteers, contractors, visitors, and parents on nursery premises.

Alcohol Use

Staff, students, parents, carers, visitors, contractors etc. must not bring alcohol onto the nursery premises.

Staff:

- Must not be under the influence of alcohol during working hours, including residual effects from the night before.
- Staff suspected of being under the influence will be suspended from duty pending investigation under the Disciplinary Procedure.
- Staff must not bring alcohol onto the premises.

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Parents/Carers:

- If a parent appears under the influence and unfit to care for a child, the Designated Safeguarding Lead (DSL) will assess the situation and may:
 - Contact an alternative authorised adult for collection.
 - Contact children's social care or the police if a safeguarding risk is identified.
- If a parent arrives to drive while impaired, the police will be contacted to protect the child.

Substance Misuse (Drugs, Medication, Solvents, Other Intoxicants)

The nursery manager will contact the police if anyone (including staff, students, volunteers, contractors and visitors) is suspected of being in possession of illegal drugs or if they are driving or may drive when under the influence of illegal drugs. If they are a member of staff, Disciplinary procedures will be followed.

Illegal Drugs:

- Possession or use of illegal substances on site will result in immediate removal and police notification.
- Staff will face disciplinary action up to and including dismissal.

Prescription/Over-the-Counter Medication:

- Staff must notify the manager if taking medication that may affect their ability to care for children.
- A risk assessment will be completed in line with medical advice.
- Such staff may only work with children if deemed safe to do so.

Visitors/Parents:

- Any individual under the influence of substances will be asked to leave immediately.
- Safeguarding procedures will be followed if a child is considered at risk.

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Staff Support and Early Intervention

Where there is concern that a staff member may be struggling with substance misuse:

- A confidential meeting will be held to discuss observed behaviour or performance issues.
- Support may be offered, including signposting to occupational health or addiction support services.
- Clear expectations will be set, and future incidents will be subject to disciplinary action.

Safeguarding and Child Protection

- If a child is believed to be at risk due to a parent's or carer's impairment, the nursery will follow its **Safeguarding and Child Protection Policy**, including referral to:
 - Local Authority Children's Social Care
 - Police, if necessary (e.g. where a child may be taken in a vehicle by an intoxicated adult)

Confidentiality

- All matters relating to alcohol or substance misuse will be treated confidentially, in line with the nursery's confidentiality and data protection policies, unless sharing is required for safeguarding purposes.

This policy was adopted on	Signed on behalf of the nursery	Date for review
27 th July 2025	Tracey Doidge	27 th July 2026