

Willoughby Way, Winklebury, Basingstoke, Hampshire, RG23 8AF

Ofsted URN:

Charity Number: 1162991

Drink and Drugs Policy

Policy Statement

W.I.S.P.S understands and respects that some aspects of drinking and drug taking can be related to or be deemed an illness and therefore recognise our responsibility is to help and support all those involved. The safety and well being of our children is always at the forefront of our minds.

EYFS Key Themes and Commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
Keeping safe Health and well being	Respecting each other		

Procedures

Any staff member/volunteer/trustee deemed to be under the influence of alcohol and/or drugs during working hours will be required to speak with management and then will be asked to leave the setting.

A parent/carer who are deemed under the influence of alcohol and/or drugs, and are in a situation where they are not able to care for their child W.I.S.P.S may suggest calling another named person on the child's contact list to support the adult in caring for the child.

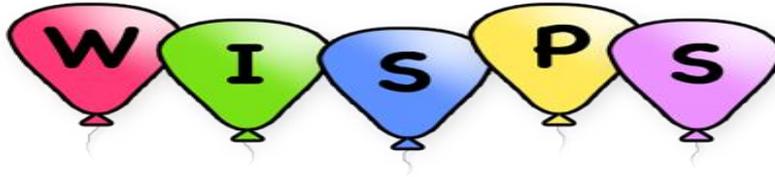
W.I.S.P.S does have the right to call the police if there is an attempt to drive a vehicle when deemed under the influence of alcohol and/or drugs.

A staff member deemed to be under the influence of alcohol and/or drugs will be subject to disciplinary action. This may lead to the staff member being dismissed from their position of employment at W.I.S.P.S.

Volunteers and trustees will also have a disciplinary process to be fulfilled and this may result in them being asked to leave their position or their voluntary role.

W.I.S.P.S requires the participation of its employees, in line with their employment contracts, to undertake random saliva drink and drug testing at different intervals throughout the working year. A positive result will mean:

- Suspension on full pay with immediate effect
- Positive result being sent to a laboratory for positive confirmation including confirmation of substance.



Willoughby Way, Winklebury, Basingstoke, Hampshire, RG23 8AF

Ofsted URN:

Charity Number: 1162991

- Counselling for the employee

Should the above matter affect you, either staff/trustee/volunteer/parent, please ensure the managers are made aware of this so the necessary support and steps can take place. All information shared will remain confidential and risks assessments will need to be carefully addressed for each specific case.

W.I.S.P.S takes their responsibility for every child in their care very seriously. Should a parent/carer arrive to collect a child, and a member of staff suspects that he/she is under the influence of alcohol or drugs, the member of staff may refuse entry into the pre-school and will report their concerns to the manager.

The manager will discuss the situation with the parent/carer and should the manager feel the parent/carer is incapable of taking responsibility of the child the manager will refuse to release the child into his/her custody. The manager will call the emergency contact listed on the registration form. If the situation cannot be resolved in a reasonable manner then the police will be called. W.I.S.P.S is legally obliged to report to the authorities anyone they feel is incapable of driving a vehicle and/or are a danger to others.

If the police are called the manager will automatically inform social services.