

Safeguarding- Health and Safety

Alcohol/Other Substances Policy

Statutory Framework for the Early Years Foundation Stage

Quote Reference: 3:19

‘Practitioners must not be under the influence of alcohol or any other substance which may affect their ability to care for children. If practitioners are taking medication which may affect their ability to care for children, those practitioners should seek medical advice.’

Purpose of the policy:

The purpose of this policy is to ensure staff actively promote healthy lifestyles to children, by being positive role models and safeguarding children from those whose ability to look after them is impaired by their use of drugs, medication or alcohol.

Barnsley Metropolitan Borough Council (BMBC) is committed to providing a safe and healthy working environment for its employees, customers and visitors. This includes ensuring that employees are fit to carry out their duties safely and effectively in a working environment which is free from alcohol and drugs misuse, and consequently operates a zero tolerance policy in respect to consumption of alcohol and drugs during the working day including when flexed out.

We aim to:

- Promote healthy lifestyles to children and families accessing the centre.
- Provide positive role models
- Support and/or signpost to other services, those children and families who require support to give up; smoking, drugs or alcohol.

What you should do:

- Speak to staff if you require support to give up smoking, drugs or alcohol.
- Not pick up your child whilst under the influence of alcohol or drugs, as staff will not allow children to leave the Family Centre with adults whose ability to

Policy Review: 28.2.2019

Policy Approved by: ECS, Senior Management Team

Policy Issue Date: 1.4.2019

Next Review Date: April 2020

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look after a child is impaired by a substance. Guidance may be sought from the Social Care Duty Officer.

- Not smoke on the Family Centre site.
- If you suspect other parents or member of staff of being under the influence of alcohol, drugs or impaired through medication you must inform a member of the Family Centre Management Team.

What we will do:

- Not allow a child to leave with an adult who has taken or is suspected of taking alcohol or substances that may affect their ability to care for children.
- If we suspect a child may be at risk from harm we will follow the Cause for Concern Policy and Procedure.
- Securely store staff medication out of reach of children at all times.
- Ensure that staff who are taking medication declare their medical history, seek medical advice and up date their manager, through line management meetings (or sooner if required), of any changes to medication which may affect their ability to care for children.
- BMBC will randomly test staff to ensure they are not under the influence of alcohol or any other substances.
- If a member of staff provides grounds to suspect they are unfit to carry out their duties and poses a threat to the health and safety of themselves or others, in line with the BMBC Drugs and Alcohol Testing Policy a manager would consult with Human Resources and a test could be requested.

Policy Review: 28.2.2019

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