

# Alcohol, Drugs, Vaping and Smoking Policy

As a setting, we ensure that all staff within Kingfisher Kindergarten are alert to any dangers and able to protect your child, therefore we must not be under the influence of alcohol or any form of drugs (including some prescription medication).

If any member of staff is prescribed medication that may inhibit their ability to function normally, this will be reported to the owner and Kingfisher Kindergarten will inform Ofsted who will make a decision as to whether we can continue to care for your child whilst taking the prescribed medication.

Any Member of other staff or visitor within the setting will not drink any alcohol during working hours or immediately before.

Smoking and/or Vaping is strictly forbidden on the premises at all times. Staff members who do smoke/vape shall not do so 30 minutes prior to starting work and not at all during working hours.

If staff members are found to be intoxicated through drugs or alcohol, smelling of smoke/vape or under the influence of prescribed medication then appropriate action will be taken to ensure the safety of children, other staff members and themselves.

This policy was reviewed by Kingfisher Kindergarten Ltd

|                                  |                            |
|----------------------------------|----------------------------|
| Date to be reviewed              | Annually                   |
| Signed on behalf of the provider | La-Ryne van der Westhuizen |
| Role of signatory                | Owner                      |