VISHENKA NO SMOKING, VAPING, ALCOHOL, DRUGS, OR ANY OTHER SUBSTANCES POLICY

Adopted: 09 November 2022
Reviewed: Oct 2026

Aim

As a Healthy Early Years London setting, we promote the health and well-being of the whole setting community. Therefore, the setting operates a strict no smoking, including e-cigarettes, vaping, alcohol, drugs or any other substances policy within its buildings and grounds. This policy will be displayed clearly within the setting and on our website.

This policy is informed by the law and guidance below:

- The EYFS 2026
- https://www.legislation.gov.uk/uksi/2007/765/pdfs/uksi_20070765_en.pdf
- https://www.gov.uk/government/news/tobacco-and-vapes-bill-becomes-law

Method

All staff, students and volunteers will be made aware of the provisions of this policy during their induction, including the importance of them setting a positive example to children. Any contravention of the provisions of this policy will be dealt with under the Staff Disciplinary Procedures and Behaviour Management policies.

Smoking, including e-cigarettes, and vaping

The whole site has been deemed a No Smoking Site. This includes the use of e-cigarettes and vaping.
It is illegal to smoke in enclosed places and workplaces. Parents, staff, students, carers, visitors, contractors etc. are respectfully required to abstain from smoking on arrival to the setting and within 1.5m of the building, buggy park or garden.

Staff accompanying children outside the setting are not permitted to smoke, e.g. whilst on an outing. Staff must not smoke whilst wearing the setting uniform (if applicable) as it is essential that staff are positive role models to children and promote a healthy lifestyle.

Staff who smoke do not do so during working hours, unless on a break and off the premises. Staff who smoke during their break make every effort to reduce the effect of the odour and lingering effects of passive smoking for children and colleagues.

We respect that it is a personal choice to smoke, although as an organisation we support healthy lifestyles and therefore help staff and parents to stop smoking by:

- Providing fact sheets and leaflets
- Providing information of local help groups
- Providing details of the NHS quit smoking helpline (www.smokefree.nhs.uk) offering information regarding products that are available to help stop smoking offering in-house support
- Displaying No Smoking signs throughout the building and in outside areas

Medication, drugs or any other substances

Staff, students or volunteers who arrive at the setting clearly under the influence of illegal drugs or any other substances, will be asked to leave immediately and disciplinary procedures implemented. If staff are found in possession of illegal drugs, serious disciplinary action will follow.

In cases where staff are taking prescribed medication that may affect their ability to care for the children, the Manager must be informed as early as possible. In such cases, staff are responsible for seeking medical advice on this and communicating it with their employer. Where safe and possible to do so, all medication will be stored securely and out children's reach at all times.

If a member of staff has good reason to suspect that a parent/carer is under the influence of illegal drugs when they drop off or collect their child, they have a duty to inform both the Manager and the Designated Safeguarding Children Officer (DSCO), according to the provisions of the Safeguarding Children policy.
In such circumstances, the Manager and the (DSCO) will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child remains paramount at all times.

Staff will make all possible efforts to ensure that children are not allowed to travel in a vehicle driven by someone who is clearly under the influence of drugs.

Where an illegal act is suspected to have taken place, the police will be called.

Alcohol

Staff, students, or volunteers who arrive at the setting clearly under the influence of alcohol, will be asked to leave immediately and disciplinary procedures will follow.

If a member of staff has good reason to suspect that a parent/carer is under the influence of alcohol or illegal drugs when they drop off or collect their child, to the extent that the safety of the child is threatened, they have a duty to inform both the Manager and the designated (DSCO), according to the provisions of the Safeguarding Children policy. The Manager and the (DSCO) will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child remains paramount at all times.

Staff will make all possible efforts to ensure that children are not allowed to travel in a vehicle driven by someone who is clearly over the legal alcohol limit.

Where an illegal act is suspected to have taken place, the police will be called.