



WEST BUCKLAND
PRIMARY SCHOOL
AND NURSERY

West Buckland Primary School and Nursery

Drugs & Alcohol Policy

Legislation

- Health and Safety at Work Act 1974
- The Misuse of Drugs Act 1971

Related policies

- Disciplinary
- Suitability of staff

At West Buckland Primary School & Nursery we are committed to providing a safe environment that helps to ensure the welfare of the children in our care. This includes making sure that children are not exposed to adults who may be under the influence of alcohol or other substances that may affect their ability to care for children.

Alcohol

Under the Health and Safety at Work Act 1974, companies have a legal requirement to provide a safe working environment for all of their employees.

Anyone who arrives at West Buckland clearly under the influence of alcohol will be asked to leave. If they are a member of staff, the Headteacher will investigate the matter and will initiate the disciplinary process as a result of which, action may be taken, including dismissal. Staff can still be under the influence of alcohol the day after the night before and staff should be aware of this, ensuring this is not the case when starting work.

If they are a parent, the Headteacher will judge if the parent is suitable to care for the child. The setting may call the second contact on the child's data collection form to collect them. If a child is thought to be at risk, the Headteacher will follow the Safeguarding child protection procedures and the Police / Social Services may be called. If anyone arrives at West Buckland in a car under the influence of alcohol the Police will be contacted.

Staff, students, parents, carers, visitors, contractors etc. are asked not to bring alcohol on to the premises.

Substance misuse

Anyone who arrives at West Buckland Primary School and Nursery under the influence of illegal drugs, or any other substance including medication, that affects their ability to care for children, they will be asked to leave the premises immediately.

If they are a member of staff, an investigation will follow which may lead to consideration of disciplinary action, as a result of which dismissal could follow.

If they are a parent, the Headteacher will judge if the parent is suitable to care for their child(ren). The setting may call the second contact on the child's data collection form to collect them. If a child is thought to be at risk the Headteacher will follow the Safeguarding procedures and the Police / Social Services may be called.

If anyone arrives at West Buckland Primary School and Nursery in a car under the influence of illegal drugs the Police will be contacted.

The Headteacher 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 serious disciplinary procedures will be followed.

If a member of staff is taking prescriptive medication that may affect their ability to work, they must inform the Headteacher as soon as possible to arrange for a risk assessment to be carried out.

If the Headteacher suspects there may be an issue with drugs or alcohol, including poor performance, changes in behaviour and/or sickness; but there is no evidence that it is happening during working hours or arriving at work under the influence of drugs or alcohol:

- A meeting will be held with the member of staff to investigate the health concerns.
- Support and a referral to appropriate services may be offered to the staff member, if this is considered appropriate.
- Confidentiality will be maintained.
- The staff member will be reminded of the disciplinary procedures that will apply if they attend work under the influence of drugs or alcohol.

Safeguarding/child protection

If a parent or carer is clearly over the alcohol limit for drivers, or under the influence of illegal drugs and it is believed the child is at risk, we will follow our safeguarding procedures, contact the local authority and inform the Police.

Staff will do their utmost to prevent a child from traveling in a vehicle driven by them and if necessary the Police will be called.

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