



## Smoking, Drinking & Drugs

Smoking and vaping is prohibited in all areas of Ashfield Play Care Scheme buildings and grounds – it is a no smoking area. The team will support this policy and will ensure that it is observed at all times. This will apply to all staff, parents/carers, visitors and contractors entering the grounds. Staff have to thoroughly wash their hands with the antibacterial soap provided after smoking before returning from their breaks.

Staff will not be permitted to work in the scheme under the influence of drink or drugs. Staff will have to inform the manager if they believe any medication may affect their ability to care for children and if this is the case they should seek medical advice and only work directly with children if that advice is that the medication is unlikely to impair their ability to look after children.

If any member of the team is found to be under the influence of alcohol, drugs or have not disclaimed prescribed medication that may affect their ability to care for children they will be sent home immediately, and investigations will proceed into their suitability for employment.

If any members of the team are found to be smoking or vaping inside the building, garden or parking area then they will be reprimanded immediately, and investigations will proceed in line with the disciplinary policy.