**NO SMOKING & ALCOHOL/OTHER SUBSTANCES**

From July 1st 2007 it became against the law to smoke in enclosed public places and work places.

This was to encourage a healthier environment and a smoke free England. Based on this law smoking is not permitted on site or the Nursery grounds.

It is Baby Bears Day Care’s policy that no members of staff smoke in their uniform.

Staff are also requested to freshen their breath and spray themselves if they are going to smoke during breaks. This is because the smell of smoke on staff may be offensive to non –smoking parents/carers and staff.

When working in a close environment with children, staff need to be seen as a good role model to all children.

If any member of staff is seen to be smoking in their uniforms disciplinary action may be taken.

For more details, please visit [**www.smoke**](http://www.smoke)**freeengland.co.uk**

When working directly with children, practitioners must not be under the influence of alcohol or any other substances which may affect their ability to care for children.

If any employee is found to be under the influence of alcohol or any other substances this will be an extremely serious disciplinary offence. Baby Bears Day Care may dismiss them without prior warnings and without notice as this is Gross Misconduct.

Practitioners taking medication which they believe may affect their ability to care for children should seek medical advice and inform Baby Bears Day Care. Practitioners can only return to work directly with children if medical advice given is that medication is unlikely to impair the staff member’s ability to look after children.