Drugs & Alcohol

Alburgh with Denton & Harleston Preschool Nurseries takes its Safeguarding of children very seriously. All staff employed at the setting are safe and fit to do so.

Staff are expected when they arrive for the start of a session to be in a suitable condition to work.

The Preschool will not accept a member of staff or a student to come to work under the influence of drugs or alcohol, should they do so, they will be challenged and asked to leave immediately.

On their return to work the member of staff will receive a warning about their conduct, any repeat of this behavior will result in disciplinary action taken.

Concerns about an adult working with a child under the age of 18, will be reported to LADO, and advice sought from our HR advisor.

All queries or concerns relating to the LADO are be sent by making a referral to LADO@norfolk.gov.uk

The health and safety of our children is very important to us, therefore any parent or carer who arrives at the setting to collect a child and is clearly found to be unfit to do so will be challenged. The following procedure will take place.

- Efforts will be made by staff to contact another member of the child's family, to ensure that the child/ren are escorted home in safety by someone who is authorised to do so. Failing to make contact with another person, OFSTED will be notified, and children's Services will begin the process for the child/ren being looked after until an appropriate adult can be sought.

Staff will consult with the **children's services team** and seek their guidance as to actions which may need to be taken, to ensure the safety of the child/ren within the family.

Concerns about the safety of a child will be reported to CADS (Children's Advice and Duty Service) via completion of a professional request for support form the https://childrensearlyhelp.norfolk.gov.uk/web/portal/pages/prfsform#h1

The police will be notified if staff feel there is a threat of danger either to the child/ren or staff at the setting.

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