**Policy statement**

**Our policy reflects the requirements of the EYFS 2024 3.21**

 **Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles (EYFS 2024 3.9)**

Practitioners must not be under the influence of alcohol or any other substance which may affect their ability to care for children. (EYFS 2024 3.21)

* The practitioner or volunteer will be asked to leave the premises, ensuring safe passage home.
* The practitioner will receive a written disciplinary warning on the first occasion and will be subject to further disciplinary/dismissal procedures if there is a repeated incident.
* The practitioner will be advised to seek medical support as appropriate.

If practitioners are taking medication which may affect their ability to care for children, those practitioners should seek medical advice. We will ensure that those practitioners only work directly with children if medical advice confirms that the medication is unlikely to impair that staff member’s ability to look after children properly.

Staff medication on the premises is securely stored and out of reach of children, at all times.

During the supervision meetings staff are asked if there is any change in their health, well-being or personal circumstances which could affect their ability to work with children.

If staff are returning to work from a long time of due to illness the manager and chairperson will do a back to work meeting with the member of staff.

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| Policy was adopted at a meeting of | Portreath Pre-School |  |
| Held on | 13.03.2017 |  |
| Last date to be reviewed and amended:  | May 2024 |  |