

Smoking, Drug and Alcohol Policy

We are committed to maintaining a safe and productive environment. This policy outlines our stance on smoking, drug and alcohol use in the workplace.

Smoking

Smoking is not permitted during Stride sessions or around the premise where sessions are taking place. This includes staff, parents/carers and any other visitors. If we discover that a student has cigarettes or vapes in their possession during Stride sessions, we will confiscate the cigarette and notify their parent/carer at the end of the session.

Alcohol

Anyone who arrives at a Stride session clearly under the influence of alcohol will be asked to leave immediately. If they are a member of staff, disciplinary procedures will follow. If we discover that a student has alcohol in their possession during Stride sessions, we will confiscate them and notify their parent/carer at the end of the session. Staff are asked not to bring alcohol to Stride sessions.

Drugs

Anyone who arrives at a Stride session clearly under the influence of illegal drugs will be asked to leave immediately. If they are a member of staff, disciplinary procedures will follow. If we discover that a student has illegal drugs in their possession during Stride sessions, we notify their parent/carer at the end of the session. If a member of staff is taking prescription drugs that may affect their ability to function effectively, they must inform the manager as soon as possible and seek medical advice. The manager will then complete a risk assessment. Staff medication on the premises will be stored securely and out of reach of children at all times.

Safeguarding children

All members of staff have a duty to inform the DSL that a parent or carer is a threat to the safety of a child due their being under the influence of alcohol or illegal drugs when they drop off or collect their child. The DSL will decide upon the appropriate course of action. If a parent or carer is clearly over the alcohol limit, or under the influence of illegal drugs, staff will do their utmost to prevent the child from travelling in a vehicle driven by them. If necessary the police will be called.

This policy was adopted by Stride 360	Date: 30/10/24
To be reviewed by: 29/10/26	Written by: Simone Lyons