



## **Management Right to Search Policy October 2025**

This Policy will define the rights of the SMT to search persons and personal property during duty hours:

Management of the nursery reserves the right to take all reasonable precautions to safeguard the resources of the nursery and to ensure that policies and procedures are not being breached through the possession of forbidden items while on duty.

This can include the right to institute a random search of an employee's person and property at any time while that person is on duty and on the nursery premises.

It is emphasised that requesting an employee to undergo a search does not necessarily imply suspicion, nor is it an accusation of guilt.

Any employee reserves the right to refuse to be searched. However, as the right of search has been incorporated into the staff contract of employment, such a refusal may be taken as a breach of contract unless, at the discretion of the SMT, there are deemed to be mitigating circumstances for declining to be searched.

An employee who has been requested to be searched, has the right to have a third-party present during the time the search, and any subsequent investigative questioning, is taking place.

The mechanics of a search will involve requesting that the employee removes the contents of their pockets and bags.