



Dated 1st May 2015

St Hilda's Church of England Primary School "the School"

Alcohol & Drugs at Work Policy



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1 POLICY STATEMENT

- 1.1 The School is committed to providing a safe and productive work environment and to promoting the health, safety and well-being of its employees. The Alcohol and Drugs at Work Policy is designed to ensure that employees are aware of the risks associated with alcohol/drug misuse and the consequences of their actions.
- 1.2 The inappropriate use of alcohol or drugs can damage the health and well-being of employees and have far-reaching effects on their personal and working lives. At work, alcohol or drug misuse can result in reduced levels of attendance, sub-standard work performance and increased health and safety risks not only for the individual concerned but also for others, for example colleagues, pupils, parents and contractors. Furthermore, the effects of alcohol or drug misuse are likely to be detrimental to the School reputation.

2 WHO IS COVERED BY THIS POLICY

- 2.1 The policy applies to all employees of the School including the Head Teacher.
- 2.2 The policy does not apply to employees of external contractors and providers of services.
- 2.3 This policy does not form part of any employee's contract of employment and it may be amended at any time.

3 SCOPE AND PURPOSE OF THIS POLICY

- 3.1 Where the Head Teacher is the subject of concern, it will be the responsibility of the Chair of Governors to ensure that the steps in this policy are followed.
- 3.2 This policy covers the use and misuse of intoxicating substances, which include alcohol, solvents, legal and illegal drugs, prescription and over-the-counter medicines and other substances that could adversely affect work performance and/or health and safety.
- 3.3 The purpose of this policy is to:
- 3.3.1 Promote awareness and prevent alcohol and drug addiction.
 - 3.3.2 Identify and provide help and support to those with an alcohol or drug related problem.
 - 3.3.3 Encourage a sensible approach to the consumption of alcohol.
 - 3.3.4 Provide clear guidelines on the consumption of alcohol at work including off site activities.
 - 3.3.5 Safeguard employees, pupils and visitors from the hazards of alcohol and drug abuse.



- 3.3.6 Provide appropriate support and advice to Head Teacher/Governing Body on how best to deal with employees who may suffer from alcohol and/or drug related problems.
- 3.3.7 Engender a climate that encourages openness and honesty (within the boundaries of strict personal confidentiality and legal requirements) and that gives employees, Head Teacher and Governing Body confidence to deal with substance misuse problems by following a clear procedure.
- 3.3.8 Drug and alcohol misuse should become a matter of concern to the Head Teacher/Governing Body when misuse interferes with an individual's work capacity, conduct, health or attendance.

4 **DEFINITIONS**

4.1 **Drug Misuse**

The use of illegal drugs and the misuse, whether deliberate or unintentional, of prescribed drugs and substances such as solvents. Drug misuse can harm the misuser both physically and mentally and through the misuser's actions, other people.

4.2 **Alcohol abuse**

A level of consumption which affects an employee's ability to carry out their duties.

4.3 The simultaneous use of alcohol and drugs is particularly dangerous.

5 **CODE OF CONDUCT**

Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the School or the employee's own reputation or the reputation of other members of the School or school community.

6 **SEARCHES**

6.1 The School reserves the right to conduct searches for alcohol or drugs, including, but not limited to, searches of class rooms, staff desks, lockers, filing cabinets and desks, packages sent to our address which are on our premises.

6.2 Any alcohol or drugs found as a result of a search will be confiscated and action may be taken under the Disciplinary Policy.

7 **DRUG SCREENING**

7.1 In cases where there is reasonable cause to suspect that an individual's performance is impaired as the result of drug misuse the employee may be required to submit to an immediate drug screening test.



- 7.2 Any such drug screening would be conducted by an external provider. Arrangements will be discussed with affected members of staff should such screening be required by the School.

8 EMPLOYEE RESPONSIBILITIES IN MANAGING ALCOHOL AND DRUG MISUSE

- 8.1 All employees are expected to ensure that their personal consumption of alcohol or use of prescribed drugs does not interfere with their ability to perform their duties safely and competently. Being under the influence of drink and/or drugs while at work may lead to suspension from employment while a disciplinary investigation takes place.
- 8.2 Any employee suffering from drug or alcohol dependency should declare such dependency, and the School will subsequently consider whether it appropriate to provide reasonable assistance, treating absences for treatment and/or rehabilitation as any other sickness absence.
- 8.3 Failure to accept help or continue with treatment or breach of the conditions in section 12 may render the employee liable to normal disciplinary procedures.
- 8.4 Intoxicating substances such as alcohol may remain in the system for some time and even small amounts can impair performance and jeopardise safety. Employees are responsible for allowing sufficient time for the intoxicating substance to leave their system before reporting for work, this can apply to reporting for work the next day.

9 CONSUMPTION OF ALCOHOL AND/OR DRUGS DURING THE WORKING DAY

9.1 Alcohol

To ensure the safety of all children and staff, all School employees including those who have direct or indirect contact with children are forbidden from consuming alcohol at any time during the working day, including breaks. Any breach of this condition is likely to be investigated under our disciplinary policy. (For guidance on the consumption of alcohol on school trips, social events etc. please see Appendix 2.)

9.2 Illegal Drugs

The use of illegal drugs or the misuse of other drugs is forbidden at any time during the working day, including breaks and if alleged is likely to be investigated under our disciplinary policy.

9.3 Prescribed Drugs

Exceptions apply to drugs prescribed for the individual or over-the-counter medicines used for their intended purpose (in accordance with the instructions given by the prescriber, pharmacist or manufacturer) and where the safety of the individual or others with whom they come into contact is not compromised. Employees must notify the Head Teacher or the relevant designated person should they be prescribed medication or plan to take



medication that may cause side effects and impair their ability to undertake their duties safely and effectively in which case the employee may need to have reasonable adjustments made to enable them to continue working or be certified sick as appropriate.

10 POSSESSION OR DEALING IN DRUGS

10.1 Possession or dealing in drugs at work should be reported immediately to the LADO (Local Authority Designated Officer) and police and the following action must be taken:

10.1.1 Do not alert the employee of your intention to call the police and do not send them home.

10.1.2 Contact the LADO.

10.1.3 Contact the police.

10.1.4 Wait for further instruction from the LADO and police.

10.1.5 Inform the Head Teacher of the above.

11 DRIVING BANS RELATED TO ALCOHOL OR DRUGS

Where employees who are required to drive as part of their conditions of employment are disqualified from driving as a result of an alcohol or drugs related offence the Head Teacher may consider redeployment, if appropriate. If redeployment within the School is not an option then the employees continuing employment may be at risk. Consideration should be taken to the possibility of the employee bringing the School into disrepute, which may then require an investigation under our disciplinary policy.

12 PROCEDURE

12.1 If the Head Teacher is the subject of concern, the Chair of Governors should be responsible for following the steps identified below.

12.2 An employee who appears to be under the influence of drugs and/or alcohol while at work:

12.2.1 The Health and Safety Executive guidance states that if an employer knowingly allows an employee under the influence of excess alcohol or drugs to continue working and thereby placing the employee or others at risk, the employer could be prosecuted. Therefore, where suspected consumption of alcohol or drugs is judged to affect work performance or conduct, the Head Teacher or designated person will need to take immediate action.

12.2.2 Send the employee home so that they and others are removed from potential risks. Consideration should be taken to their ability to return home safely, e.g. for them not to drive themselves home.



- 12.2.3 Consider whether it is appropriate to initiate a disciplinary investigation under our disciplinary policy.
- 12.3 An employee who appears to have a drug and/or alcohol problem:
 - 12.3.1 Employees who are identified as possibly experiencing alcohol/drug related problems (see Appendix 1 for examples), whether by observation, poor performance, conduct or by their own voluntary admission, may in appropriate instances be given the following assistance:
 - 12.3.2 If the Head Teacher has concerns that an employee may have a drug or alcohol problem, he/she may first arrange an informal meeting to discuss his/her concerns with that employee. The employee may be accompanied by a trade union representative or a work colleague and no one else.
 - 12.3.3 During the initial meeting, the Head Teacher should suggest to the employee that support is provided by way of a referral to the Occupational Health Unit. The employee should be made aware that his/her co-operation is required during the referral process in order for the Occupational Health Unit to be able to provide full support and advice. See our sickness policy for further guidance in this respect.
 - 12.3.4 The Head Teacher should make it clear to the employee that any necessary time off will be granted for treatment/ support in accordance with the leave of absence policy.
 - 12.3.5 The employee should return, as far as possible, to their normal duties during and after treatment. This will depend on their ability to perform those duties or on the consequent risk of relapse due to a return to those duties. If a return to normal duties is not considered to be appropriate, redeployment or other suitable options may be considered by the Head Teacher.
 - 12.3.6 For the avoidance of doubt, however, all employees should be aware that nothing in this policy will prevent the School's right to deal with conduct or performance issues arising from the misuse of alcohol or drugs under our disciplinary or capability policy as appropriate.

13 **WHEN TO APPLY THE DISCIPLINARY/CAPABILITY PROCEDURE**

- 13.1 The School will, where appropriate to do so, adopt a constructive and supportive approach when dealing with employees who may be experiencing drug or alcohol dependency/addiction. This means that employees seeking assistance for a substance misuse problem will not have their employment terminated simply because of their dependence/addiction.
- 13.2 Notwithstanding the above, there will be circumstances where breaches of the policy, whether dependency-related or not, will be treated as a disciplinary and/or capability matter



and may in some cases result in the summary dismissal of the employee. Examples of issues that will be subject to disciplinary action, including the possibility of dismissal, are:

- 13.2.1 working under the influence of alcohol or drugs;
 - 13.2.2 incapacity through alcohol or being under the influence of illegal drugs;
 - 13.2.3 being convicted of any criminal offence connected with alcohol or drugs, regardless of whether the offence took place inside or outside the workplace;
 - 13.2.4 reasonable suspicion of activities, such as possession, consumption, dealing/trafficking, selling, storage of controlled drugs, either on work premises or engaging in such activities outside of work.
- 13.3 This list is not exclusive or exhaustive. Disciplinary/capability action will in all cases be proportionate to the circumstances of the breach of this policy.



APPENDIX 1 - SIGNS OF ALCOHOL AND DRUG ABUSE

Listed below are examples of the kind of symptoms which someone with an alcohol or drugs related problem may present. **Not all these symptoms will appear in every instance and it is possible that some of these symptoms may not be connected with alcohol or drugs** in which case signs which give cause for concern should be addressed appropriately.

1 Absenteeism/Irregular attendance

- 1.1 Multiple instances of unauthorised leave
- 1.2 Frequent Monday or Friday absences
- 1.3 Unusually high absenteeism (e.g. for colds, flu, gastritis and general malaise)

2 Reporting for work

- 2.1 Excessive lateness, for example on a Monday morning or returning from lunch
- 2.2 Smelling of alcohol
- 2.3 Unkempt appearance/lack of hygiene

3 Absenteeism whilst at work

- 3.1 Repeated absences from the post, more often than necessary
- 3.2 Frequent trips to the toilet
- 3.3 Overlong tea/coffee breaks
- 3.4 Leaving work early

4 Lack of concentration and confusion

- 4.1 Work requires greater effort
- 4.2 Jobs take an unreasonable time to complete
- 4.3 Difficulty in recalling instructions and details
- 4.4 Increasing difficulty in handling complex assignments
- 4.5 Difficulty in recalling errors

5 Spasmodic work patterns and deteriorating performance

- 5.1 Alternate periods of high and low productivity



- 5.2 Increasing general unreliability and unpredictability
- 5.3 Missed deadlines
- 5.4 Mistakes due to inattentiveness or poor judgement
- 5.5 Complaints from colleagues about behaviour
- 5.6 Attempts to borrow money from colleagues
- 5.7 Avoidance of manager or colleagues