

Kings Langley School



Alcohol & Drugs at Work Policy

REVIEW DATE: **December 2017**

1. INTRODUCTION

Character Development: Commitment to Equality and Diversity

This school is founded on a set of fundamental values designed to enable all students and adults connected with our community to flourish and succeed, regardless of background or circumstances. We are determined to be open to people, places, methods and ideas—and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in everything we do.

We are creating an **inclusive** school community where:

- People are treated with dignity and respect
- Inequalities are challenged
- We anticipate, and respond positively to, different needs and circumstances so that everyone can achieve their potential
- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength.
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment.
- We recognise that patterns of under achievement at any level and differences in outcomes can be challenged through positive intervention activities designed to bridge gaps.
- We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be manifested in a way that is hostile or degrading to others.
- We expect commitment and involvement from all our staff, students, partners and providers of goods and services in working towards the achievement of our vision.

The Governing Body 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.

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, students, parents and contractors. Furthermore, the effects of alcohol or drug misuse are likely to be detrimental to the school's reputation.

The policy applies to:

- all employees of the school, including the Headteacher;

- staff who are centrally employed by other agencies **and** who work solely at the school;
- staff employed in units or bases that are attached to a school

The policy does not apply to:

- employees of external contractors and providers of services.(Such staff are covered by the relevant procedures of their employing body)

2. PURPOSE, SCOPE, PRINCIPLES AND DEFINITIONS

Where the Headteacher 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.

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.

The purpose of this policy is to:

- Promote awareness and prevent alcohol and drug addiction.
- Identify and provide help and support to those with an alcohol or drug related problem.
- Encourage a sensible approach to the consumption of alcohol.
- Provide clear guidelines on the consumption of alcohol at work including off site activities.
- Safeguard employees, pupils and visitors from the hazards of alcohol and drug abuse.
- Provide appropriate support and advice to Headteachers/Governing Bodies on how best to deal with employees who may suffer from alcohol and/or drug related problems.
- Engender a climate that encourages openness and honesty (within the boundaries of strict personal confidentiality and legal requirements) and that gives employees, Headteachers and Governing Bodies confidence to deal with substance misuse problems by following a clear procedure.

Drug and alcohol misuse should become a matter of concern to the Headteacher/ Governing Body when misuse interferes with an individual's work capacity, conduct, health or attendance.

2.1 Definition of drug misuse

Drug misuse refers to 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 and the environment.

2.2 Definition of alcohol abuse

Alcohol abuse is defined as a level of consumption which affects an employee's ability to carry out their duties. The simultaneous use of alcohol and drugs is particularly dangerous.

2.3 Gambling

See Appendix 3 for guidance on gambling problems.

2.4 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 community.

3. EMPLOYEE RESPONSIBILITIES IN MANAGING ALCOHOL AND DRUG MISUSE

- 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.
- Any employee suffering from drug or alcohol dependency should declare such dependency, and the school will subsequently provide reasonable assistance, treating absences for treatment and/or rehabilitation as any other sickness absence. See Appendix 2 for further reading and support mechanisms.
- Failure to accept help or continue with treatment or breach of the conditions in section 9.1 may render the employee liable to normal disciplinary procedures.
- 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.

4. CONSUMPTION OF ALCOHOL AND/OR DRUGS DURING THE WORKING DAY

4.1 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 the schools disciplinary procedure.

For guidance on the consumption of alcohol on school trips, social events etc. please see Appendix 4.

4.2 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 the schools disciplinary procedures.

4.3 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 Headteacher 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.

5. POSSESSION OR DEALING IN DRUGS

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:

- Do not alert the employee of your intention to call the police and do not send them home.
- Contact the LADO (Local Authority Designated Officer) in line with Module 10 of the HSCB (Hertfordshire Safeguarding Children board) Child Protection Procedures.
- Contact the police.
- Wait for further instruction from the LADO and police.
- Inform your allocated HR Manager of the above.

6. 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 Headteacher may consider redeployment, if appropriate within school. If redeployment within 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 the schools disciplinary procedure.

7. PROCEDURE

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

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

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 Headteacher or designated person will need to take immediate action.

- 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.
- Consider whether it is appropriate to initiate a disciplinary investigation under the School's Disciplinary Procedure.

7.2 An employee who appears to have a drug and/or alcohol problem

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, must be given the following assistance:

- If the Headteacher has concerns that an employee may have a drug or alcohol problem, he/she must first arrange an informal meeting to discuss his/her concerns with that employee. The employee may be accompanied by a Union or Professional Association representative or a work colleague and no one else.
- During the initial meeting, the Headteacher 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 Health and Attendance Policy.
- If the schools buys into an Employee Assistance Programme (see Appendix 2) advise the employee to take up their services.
- The Headteacher 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.

- 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 governing body.

8. WHEN TO APPLY THE DISCIPLINARY PROCEDURE

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.

Notwithstanding the above, there will be circumstances where breaches of the policy, whether dependency-related or not, will be treated as a disciplinary matter and may result in the summary dismissal of the employee. Examples of issues that will be subject to disciplinary action, including the possibility of dismissal, are:

- working under the influence of alcohol or drugs;
- incapacity through alcohol or being under the influence of illegal drugs;
- being convicted of any criminal offence connected with alcohol or drugs, regardless of whether the offence took place inside or outside the workplace;
- 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.

This list is not exclusive or exhaustive. Disciplinary action will in all cases be proportionate to the circumstances of the breach of this policy.

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.

Absenteeism/Irregular attendance

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

Reporting for work

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

Absenteeism whilst at work

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

Lack of concentration and confusion

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

Spasmodic work patterns and deteriorating performance

- Alternate periods of high and low productivity
- Increasing general unreliability and unpredictability
- Missed deadlines
- Mistakes due to inattentiveness or poor judgement
- Complaints from colleagues about behaviour
- Attempts to borrow money from colleagues
- Avoidance of manager or colleagues

Additional Support Mechanisms

Appendix 2

Organisation	Details	Telephone	Website
PPC Worldwide Employee Assistance Programme	Schools have the option of buying into the Employee Assistance Programme provided by PPC Worldwide (Positive People Company). It offers online, telephone and face to face counselling on a range of personal and professional themes such as financial advice, relationship and bereavement support, stress counselling, work/life balance, increasing confidence etc. and supports both the employee and their family.	Alison Parkes, Adviser for staff wellbeing: 01438 844864	
HSE (Health & Safety Executive)	Useful section on drugs and alcohol in the workplace	NA	www.hse.gov.uk/alcoholdrugs/index.html
Alcohol Concern	A national agency working to reduce the incidence and cost of alcohol misuse and improve services to those with alcohol misuse problems.	020 7264 0510	www.alcoholconcern.org.uk
Alcoholics Anonymous (AA)	Website and telephone line supporting a network of local AA groups in the UK.	0845 769 7555	www.alcoholics-anonymous.org.uk
Drink Line	Telephone helpline that offers information and self help materials, help to callers worried about their own drinking, support to the family and friends of people who are drinking and advice to callers on where to go for help.	0800 917 8282	NA
NHS	'Alcohol – Know your Limits' website	NA	www.nhs.uk/units
The Drinkaware Trust	An independent charity, Drinkaware aims to increase awareness and understanding of the role of alcohol in society, enabling individuals to make informed choices about their drinking.	0800 917 8282	www.drinkaware.co.uk
National Drugs website	Providing professionals with the latest news and guidance from government about the drug strategy	NA	www.drugs.gov.uk
FRANK	A free, confidential 24 hour drugs helpline and informative website	0800 776600	www.talktofrank.com
Gamblers Anonymous	Gamblers Anonymous is a fellowship of men and women who have joined together to do something about their own gambling problem and to help other compulsive gamblers do the same.	020 7384 3040	www.gamblersanonymous.org.uk
Gamble Aware	Informative website on Gambling and how to find help.	0845 6000133	www.gambleaware.co.uk
Gamcare	Gamcare provides support, information and advice to anyone suffering through a gambling problem.	0845 6000133	www.gamcare.org.uk

GAMBLING

Just as with alcohol and drug addiction, gambling is also an addiction and line managers should offer support (see Appendix 2) to any employees it suspects has a problem resulting from regular gambling which affects their performance.

Employees who use school computers for online gambling will, in most cases be subject to disciplinary action.

CONSUMPTION OF ALCOHOL ON SCHOOL TRIPS, SOCIAL EVENTS ETC.

Whilst this policy stresses in section 4.1 that the consumption of alcohol during the working day, including breaks is forbidden, there may be circumstances where the consumption of alcohol may be permitted at the discretion of the Governing Body.

It is the responsibility of the Governing Body to clearly define the occasions when the sensible consumption of alcohol will be permitted, e.g. school trips, social events. Clear guidelines must be put in place so that all employees are fully aware of what the expectations are for the consumption of alcohol at such events and the consequences of a breach of such guidelines (e.g. investigation under the schools' disciplinary procedures).