



DRUG AND ALCOHOL ABUSE POLICY

[applies to all Trust employees]

1. Introduction

The Trust recognises that drug or alcohol dependency is a problem which requires sensitive and sympathetic treatment. Wherever possible the Trust will seek to offer support through medical referral and counselling to enable a member of staff to return to full health.

Beyond this general principle, there are rules of conduct which must be observed to protect the interests of pupils and staff.

2. Scope

This policy applies to all employees of Birmingham City University Academies Trust (BCUAT), including employees working in academies operating as part of the Trust and all Head Office employees.

3. Use of and dealing in illegal drugs

The use of illegal drugs or dealing in such substances on Trust premises is unacceptable and will be dealt with through the Disciplinary Procedure and reported to the authorities as appropriate.

Attending work under the influence of illegal drugs can be a risk to health and safety and is therefore unacceptable. Such conduct would constitute gross misconduct and could lead to disciplinary action being taken, with dismissal a potential outcome.

4. Drunken behaviour

Drunkenness in the workplace is anti-social and can be a risk to health and safety and is therefore unacceptable conduct. Such conduct would constitute gross misconduct and could lead to disciplinary action being taken, with dismissal a potential outcome.

5. Support

Any employee wishing to seek support on dealing with a problem related to drugs or alcohol should speak in confidence to their line manager or the HR Consultant in the first instance.

Owner of Policy	Human Resources
Legislation Status (Statutory / Non-Statutory)	Non-Statutory
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