

## **HETTY Drug and Alcohol Policy**

### **Purpose**

To support the health, welfare and safety of all staff members.

### **Statement of intent**

HETTY recognises that alcohol is for many people a part of their lifestyle and culture. This policy seeks neither to condone nor to condemn alcohol use but to ensure that procedures and practices are established that will support:

- the health and safety of all HETTY members
- professional responsibility
- a safe learning environment.

### **Procedures**

- On no account is a member of staff to be under the influence of alcohol when working. If anyone suspects this is the case, action must be taken to ensure the health and safety of pupils and a senior member of staff must be informed. If it is deemed that a staff member is under the influence of drugs/alcohol, the staff member will be sent home.
- If any member of staff has problems with drinking they will be provided with access to confidential support.
- Social occasions for staff and the school community will be planned to ensure safer drinking.
- Staff must ensure that the HETTY manager is aware of any prescribed drugs that he/she is taking.

### **Staff responsible**

All staff are responsible for ensuring this policy is adhered to and informing HETTY manager or responsible person in charge if they suspect a staff member to be under the influence.

**HETTY Drug and Alcohol updated 17.10.2022**

**Review date January 2024**

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**Preschool : HETTY (Hoole Enterprise Trust Time for You)**

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