

St Peter's Church

Growing in love for God, each other, and the world

Drug and Alcohol Policy

Statement

St Peter's Church recognises the importance of safeguarding and promoting the health and safety of its Employees, Contractor's Employees, Stakeholders, Volunteers and Communities who may be affected by our activities. The effective management of drug and alcohol abuse is an integral part of this.

It is the policy of St Peter's Church

- To comply with all current legislation, specifically the Health and Safety at Work Act 1974, the Misuse of Drugs Act 1971, and the Transport and Works Act 1992.
- Not to knowingly permit any Employee or any individual working on behalf of the Company to report for work under the influence of alcohol or drugs, nor to consume them whilst at work.
- To take appropriate action, likely to be dismissal or termination of contract and, in certain circumstances, prosecution against anyone found to be in breach of this policy.
- To endeavour to identify Employees with possible alcohol and/or drug related problems, by operating a system of random testing.

The policy is applicable to all Employees regardless of whether they are site or office based or work in safety critical jobs. The Policy extends to all employees as well as contractors, casual staff and Volunteers.

Drugs and Alcohol in the workplace

The unauthorised consumption or introduction of intoxicants/alcohol, or the introduction or taking of illegal drugs on Company premises, is strictly prohibited and will be treated as gross misconduct for which an Employee will be summarily dismissed.

Employees who are required to take medicinal drugs for an ongoing or spasmodic complaint should advise their Line Manager of this fact.

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Employees who come to work with any trace of illegal drugs in their system or who are suspected to be under the influence of any illegal drugs will be suspended from work, as they are a danger to themselves, their colleagues, members of the public and the assets of the Company.

To ensure the safety of its Employees and others who come into contact with the Company; St Peter's Church operates and applies a strict zero tolerance policy in relation to illegal drugs. If you are found to have any trace of illegal drugs in your system, following a drugs test, this will constitute gross misconduct.

Employees who come to work having consumed, or who are suspected to have consumed, alcohol more than the legal drink drive limit applicable at the time, will be suspended from work, as they are a danger to themselves, their colleagues, and members of the public and the assets of St Peter's Church.

To ensure the safety of its Employees and others who encounter St Peter's Church, if you are found to be intoxicated above the legal drink drive limit applicable at the time, following an alcohol test, this will constitute gross misconduct.

Breach of this policy will invoke the Disciplinary Procedure. Any appeals brought by Employees against disciplinary action taken against them for breach of the Drug and Alcohol Policy will be dealt with only by a member of the PCC.

Drug and Alcohol Testing

St Peter's Church may require the Employee to undergo a post incident, with cause, or random alcohol and/or drugs test whilst the Employee is at work. Refusal to consent to testing will constitute a positive test and will result in disciplinary action being taken.

This policy reflects industry leading best practice, and endeavours to improve the health and safety of our Employees, our supply chain, and those affected by the operations of our business.

This policy will be updated in accordance with current legislation and legal requirements.