



DRUGS AND ALCOHOL POLICY

Date of last review	October 2020
Review Cycle	Annual

Drugs and Alcohol Policy

The Company is committed to the safe and efficient delivery of service to customers, to promoting the health and wellbeing of all its employees, and to the provision of a safe working environment.

Purpose:

The purpose of this policy is to:

- Clarify the legal requirements and responsibilities of the Centre.
- Reinforce and safeguard the health and safety of students and others who attend the centre.
- Clarify the Centre's approach to substances for all staff, students, parents/carers, external agencies and the wider community.
- Enable staff to manage substances on Centre's premises, and any incident that occurs, with confidence and consistency and in the best interest of those involved.
- Work in partnership with other agencies, nationally and locally, and services such as YOT to provide support to the young people.
- To inform all members of the community and the individuals and organisations which support it about the Centre's commitment to preventing substance misuse and our strategy for putting that into practice.
- To help create a safe and healthy environment in which students and staff can work and achieve.
- To set out the Centre's response to substance misuse related incidents.

SILC Training's stance towards illegal drugs and alcohol on the premises:

All illegal substances and other unauthorised substances namely, alcohol, class A, B and C drugs are not acceptable within the boundaries of SILC Training.

Procedures:

- The Director/Instructor will regularly discuss the impact that drugs and alcohol have on the lives of young people, families and health.
- If any member of staff has reason to suspect that a student is under the influence of drugs or alcohol they will inform the parents/carers and home school and in these circumstances the student will be sent home. We reserve the right to inform the Police if we consider it necessary to do so.
- If any student is found to be in possession of illegal drugs or alcohol SILC Training will inform the parents/carers and home school and in these circumstances the student will be permanently excluded. We reserve the right to inform the Police if we consider it necessary to do so.