



Drugs, Alcohol and Substance Misuse Policy Statement

Treepartner Training recognises its responsibility to protect the health, safety and welfare of its clients and understands that drug and alcohol misuse (or abuse) can be a serious health and safety risk in the workplace/training environment. Alcohol, drugs and other substances have a strongly negative effect on the brain and the body, impairing judgement and concentration and putting the abuser and other trainees at risk.

Drug and alcohol misuse is the use of illegal drugs and the misuse of alcohol, medicines and substances such as solvents.

Treepartner Training prohibits its clients from:

- Being in possession of un-prescribed controlled drugs or psychoactive substances intended for abuse in the workplace
- Consuming alcohol, un-prescribed controlled drugs or psychoactive substances
- Trading in the supply of alcohol, controlled drugs or psychoactive substances
- Arriving at the workplace/training venue over the legally permitted blood or breath alcohol limit
- Reporting for work having consumed un-prescribed controlled drugs or having engaged in substance misuse

NB: Treepartner Training accepts that there may be clients with existing medical conditions which require medication and will allow the consumption of prescribed/over the counter drugs as long as side effects do not compromise the client's ability to work safely.

Treepartner Training is aware of the following warning signs which may indicate drug, alcohol or substance misuse:

- Unexplained absence or failure to attend training/late arrival
- Physical signs such as cold, sweaty palms, shaking hands, runny nose, red/watery eyes, lack of interest in personal hygiene
- Personality changes – moody, irritable, inattentive, lacking in motivation/energy
- Frequent need for toilet breaks due to nausea, vomiting or other side effects

Treepartner Training will deal with instances of drug, alcohol and substance misuse by:

- Immediately terminating the training/assessment
- Immediately notifying the student's college/employer (if applicable)
- Immediately notifying the relevant organisation/awarding body (LANTRA/NPTC)
- Referral to police (if the student's behaviour is unmanageable or a risk to self or others)

This policy will be reviewed 2 yearly by Richard Allmond (Treepartner Training) or sooner in the case of new legislation/guidance

