



PERFORMING ARTS CAMBRIDGE UK

Drug & Alcohol Policy

The following rules are applied in the interests of Bodywork Company and the well-being of its staff members, casual workers, contractors and visitors:

- No member of staff, casual worker, contractor or visitor must be under the influence of alcohol or illegal drugs whilst at work to the degree where they put the health, safety or welfare of themselves or others at risk, where their behaviour becomes inappropriate, or where they are so incapacitated they cannot perform their duties;
- If a member of staff, casual worker, contractor or visitor has been prescribed medication by a doctor which could have a detrimental effect on the way they work, she/he should inform the Principal immediately;
- Illegal drugs must not be brought onto the premises. The possession of illegal drugs will be dealt with as gross misconduct and the appropriate authorities will be informed immediately.
- Bodywork Company will encourage and support self-referral or intervention at an early stage of dependency and will, where appropriate, help support the individual affected. Members of staff, casual workers, contractors or visitors are encouraged to seek assistance at the earliest opportunity.
- No member of staff, casual worker, contractor or visitor with an alcohol or drug problem can be excused from complying with the normal standards of conduct and safety and as such, a member of staff who behaves contrary to these standards may be dealt with under the appropriate disciplinary procedures.
- Bodywork Company International must ensure that it complies with lawful obligations:

Alcohol/Drugs and the law

Under sections 2, 3 and 4 of the Health and Safety at Work Act, 1974, all

- Employers have a general duty to ensure the health, safety and welfare of their employees.
- If an employer knowingly allowed an employee, casual worker, contractor or visitor under the influence of alcohol or drugs to continue working and this placed the employer or others at risk, the employer could be liable to charges.
- Under section 7 of the Act, employees are also required to take reasonable care of themselves and others who could be affected by what they do. They too could be liable to charges if their alcohol consumption or drug taking put safety at risk.

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