



## **Alcohol, Smoking and Drugs**

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Alcohol must not be consumed during working hours or brought onto the premises unless as part of an acknowledged staff celebration or occasion organised by the School and authorised by the Headteacher.

Staff representing the School at business functions or conferences or attending social events organised by the School outside normal working hours are expected to be moderate in drinking alcohol and to take specific action to ensure they are well within the legal limits if they are driving or operating machinery.

The School operates a non-smoking policy. Smoking, including e-cigarettes, is not permitted on site.

Staff should avoid being seen smoking in public in sight of students, parents and visitors during school hours.

It is expected that staff will attend work in a fit state to carry out their duties. Employees found under the influence of drugs or alcohol will be deemed to be unfit and disciplinary action will follow. In this situation the School reserves the right to arrange for the employee to be escorted from the premises immediately and sent home.

The possession, use or distribution of drugs for non-medical purposes on the School premises is strictly forbidden.

If a member of staff is prescribed drugs by a doctor which may affect his / her ability to perform their work, he / she is expected to discuss this with their Senior Leadership Team (SLT) line manager.

Staff are advised to speak to their Senior Leadership Team (SLT) line manager or the Headteacher if they need support on any issues involving drugs, smoking or alcohol.

Staff should be aware that:

Smoking is implicated as a risk factor for many health problems, including:<sup>[3]</sup>

- Premature death: cigarette smoking is the single most important cause of premature death in the UK. Most premature deaths caused by smoking are due to lung cancer, chronic obstructive pulmonary disease and coronary heart disease.

- Cancers of the upper respiratory tract, oesophagus, bladder, kidney, stomach, and pancreas; myeloid leukaemia.
- Pneumonia.
- Cerebrovascular disease, aortic aneurysm, and heart failure caused by coronary heart disease.
- Peptic ulceration (gastric and duodenal).
- Angina, peripheral arterial disease (including Buerger's disease), macular degeneration, impotence, infertility, skin wrinkling, osteoporosis.
- Increased severity of asthma, respiratory tract infections and diabetic retinopathy.
- Passive smoking: exposure to environmental tobacco smoke causes an increased risk of smoking-related diseases, especially lung cancer and heart disease.
- Children exposed to environmental tobacco smoke are at increased risk of sudden infant death syndrome, asthma, otitis media and chest infections in the first years of life.
- Fetal exposure to maternal smoking increases the risk of miscarriage, premature birth, low birth weight and stillbirth. Smoking in pregnancy may also affect the child's physical growth and academic attainment may be reduced.