

COURSE CONTENT OVERVIEW

Drug and Alcohol Awareness

This Drug and Alcohol Awareness course is designed to help both employers and employees recognise the signs and symptoms of workplace substance misuse, as well as the consequences for the individual, their workplace and the wider community. The course provides you with the information you need to manage individual instances of workplace substance misuse sensitively and appropriately, as well as techniques for combating the wider issue of misuse in the workplace.

By the end of the course, you'll feel confident in your knowledge of how to respond if you suspect someone in your workplace is suffering from substance misuse, keeping them and those around them safe and protecting the wellbeing of your workplace.

Module One: What is Alcohol and Drug Misuse?

This module introduces the topic of substance misuse in the workplace. It explores the safety risks associated with drug and alcohol misuse for the user and those around them, particularly in industries where safety-critical work is carried out, such as the construction and trades industry. It also explains why there is a particularly high risk of misuse in this sector and outlines the legal consequences of substance misuse.

- Drug and alcohol statistics
- Case study: the impact of drugs and alcohol misuse in the construction sector
- Risks associated with drug and alcohol misuse
- Why is the construction and trades industry at high risk for substance misuse?

Module Two: Understanding Drugs and Alcohol

This module explains the importance of being able to recognise signs of substance misuse. It details the most common types of drugs and the potential short and long-term health impacts they can have when misused. It also explores the potential social and professional consequences of misusing substances on the individual and their business. It also explains a number of risk factors that can increase the likelihood of workplace substance misuse.

- Common types of drugs and their effects
- The impact of drugs and alcohol misuse
- What are the risk factors for drug and alcohol misuse?
- Signs of drug and alcohol misuse

Module Three: Supporting Employees with Drug and Alcohol Misuse

This module looks at how to effectively support someone suffering from substance misuse, as well as the legal responsibilities of both employers and employees in regard to workplace substance misuse. It also offers methods for targeting the wider issue of workplace misuse, including how to write a drug and alcohol policy, drug and alcohol testing and initiatives for fostering a positive work culture.

- Drugs and the law
- Drug and alcohol policies
- Support for someone with a substance misuse problem
- Further support and resources

Aims of the training

By the end of this course, you will be able to:

- Describe the legal, health and social implications of substance misuse.
- Identify the signs and symptoms of substance misuse in your colleagues and yourself.
- Identify risk factors influencing substance misuse in construction and trades.
- Appropriately respond to instances of substance misuse.
- Know what is expected of both employees.