

Three Counties Academy Trust



Staff Drug and Alcohol Policy

#SG30

Last amended 29th August 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 31st August 2029.

Statement of intent

At Three Counties Academy Trust (TCAT), we are committed to promoting a safe, healthy, and productive working environment for all our staff. This policy provides a framework for how we will deal with any problems arising from substance use and misuse.

We have a zero-tolerance approach towards the misuse of drugs and alcohol on the premises and will not take such incidents lightly; however, we recognise that the misuse of drugs and alcohol may indicate a significant health concern and, as such, we aim to support employees in these situations.

This policy has been created to outline staff members' responsibilities in relation to their conduct and use of drugs and alcohol, as well as the disciplinary procedures if this policy is breached.

Due to the nature of the content of the policy, this policy has restricted access, SG30 Staff Drug and Alcohol Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.