

Substance Misuse Policy

Substance Misuse refers to drinking alcohol, taking illegal and legal drugs or another chemical substance either continuously or intermittently which affects an individual's health, performance/concentration, conduct or affects the welfare of themselves or others.

Food and Farming Compliance recognises the adverse effects substance misuse on the wellbeing of learners, staff, tutors and verifiers and the consequential impact on the learning environment. It ensures that it complies with the requirements of the Misuse of Drugs Act 1971, which is the main law to control and classify drugs that are 'dangerous or otherwise harmful' when misused.

This policy should be read in conjunction with Food and Farming Compliance's Health and Safety policy which outlines its commitment to providing a healthy and safe learning environment.

Putting this policy into practice

Food and Farming Compliance encourages individuals with substance misuse problems to seek help and accept counselling or treatment at the earliest possible stage.

Food and Farming Compliance's response to a breach of this policy will take into account the particular circumstances of the case including; the nature of the issue; the implications of each situation; and the prospects of recovery for the individual concerned. It may consider a breach of this policy to be a disciplinary matter where learners, staff, tutors and verifiers behave in a manner contrary to standards of safety and conduct.

Food and Farming Compliance will inform the relevant awarding bodies of any breach in the policy, where appropriate.

To put this policy into practice successfully Food and Farming Compliance will:

- make a copy of this policy available to all staff, tutors and verifiers and ensure they are familiar with it and its implications
- make it readily available to learners
- monitor and review the effectiveness of the policy and make improvements where appropriate