

SUBSTANCE MISUSE POLICY STATEMENT

1) Policy Statement

It is imperative you turn up to work or college well rested and focused in order to give your best during your apprenticeship.

Learners are not permitted to consume alcohol or take recreational drugs, when at work, college or travelling on behalf of their organisation or Engineering Trust Training (ETT).

Any Learner found to be under the influence of alcohol or recreational drugs during their working hours will be dealt with under their employer's policy and procedure regarding the matter. Appropriate disciplinary action may be taken by ETT in line with the Disciplinary Policy and Procedure and Absence, Withdrawal & Exclusion Policy & Procedure. Engineering Trust Training will work with your employer to assist you with any required treatment however ultimately it will be down to your employer if they decide take any action against you in terms of your employment and continuation of your apprenticeship.

If a Learner under the age of 18 is found to be under the influence of alcohol or recreational drugs then ETT will inform their parent or guardian as part of our duty of care.