

Drugs and Alcohol Abuse Policy

Introduction

We, at Purplebricks, are committed to ensuring the health, safety and welfare of all our employees and Licensed Business Partners and any of those affected by our activities. We strive to take all reasonable steps to reduce, if not eliminate, the risk of injuries or incidents occurring due to individuals suffering from the effects of alcohol or substance abuse.

The purpose

We aim to take all reasonable steps to prevent our staff carrying out work-related activities if they are unfit/unsafe to undertake the work as a result of alcohol consumption or substance abuse; we expect our Purple People to take this policy seriously.

Talk to us

We care for our people and want to support them in anyway realistically possible. If an employee is suffering from a drug or alcohol problem, we don't want them to suffer alone. We will try our utmost to support and aid them in getting support or help them back into work if they are off. We ask our employees to be open with their Line Managers or the People Department. We understand that admitting a problem can be the biggest hurdle. If this is the case, we have provided support lines below that can assist if an employee wants this kept confidential. Our Equal Opportunities policy is in place to ensure all our Purple People are treated the same, whatever they are going through personally.

Support

Employee Assistance Programme 0808 169 1675

We have an Employee Assistance Programme (EAP) which is provided through our employee benefits platform Perkbox, where you can speak with qualified therapists 24 hours a day, 7 days a week. This is a benefit our people get from day one.

Drinkline 0808 169 1675

Free confidential helpline for people who are concerned about their drinking or someone else's.

Frank 0300 123 6600

This is another free confidential helpline for people who are taking drugs or concerned about them or someone else who is taking drugs. The hotline is open 24 hours a day 365 days per year.

On a serious note

We expressly prohibit the use of any illegal drug (including psychoactive substances, including those formerly known as 'legal highs') or any prescription drugs that have not been prescribed to that particular employee. It is a criminal offence, but we are also thinking about our people and their safety needs.

If you use, distribute or take an illegal substance and if any such incident takes place on PB premises and/or at work social events, the People Team will have to investigate this, and it may lead to disciplinary action and possible reporting to the police; please talk to us before it gets this far.

Monitoring and review

This policy will be monitored periodically by the People Team and Senior Leaders to judge its effectiveness and will be updated in accordance with changes in the law. If changes are required, we will implement them.

This policy does not form part of any employee's contract of employment and may be amended at any time.



A breach of these rules and guidelines may result in disciplinary proceedings being instigated against you and a serious breach may constitute gross misconduct.