



ADUR & WORTHING
COUNCILS

Equality Impact Assessment – Alcohol and Drug Policy

Name of project/policy/strategy (hereafter referred to as “initiative”):

Alcohol and Drug Policy

Provide a brief summary (bullet points) of the aims of the initiative and main activities:

To review, update and make additions to the current Adur & Worthing Councils Alcohol and Drugs Policy and Guidance.

This includes:

- more detail regarding support for employees regarding voluntary disclosure if they have a drug or alcohol dependency problem
- Clarity around not consuming alcohol during work hours, including lunch and break times and whilst on Council business
- New section on Drug and Alcohol screening

Project Officer : Heidi Christmas

Date : September 2020

Stage 1: ‘Screening’

This stage establishes whether a proposed initiative will have an impact on equality groups, (age, disability, gender, race, religion/belief, sexual orientation), or whether it is “equality neutral” (i.e. have no effect either positive or negative). So for example in the case of gender impact, consider whether men and women are affected differently.

Q.1. Who will benefit from this initiative? Is there likely to be a positive impact on specific equality groups (whether or not they are intended beneficiaries), and if so, how? Or is it clear at this stage that it will be equality “neutral”? i.e. will have no particular effect on any group.

The aim of the policy is to protect the health, wellbeing and safety of our employees and the public and to help employees who may have a problem with drug or alcohol abuse.

The policy will be applied consistently irrespective of any protected characteristic.

Q.2. Is there likely to be an adverse impact on one or more equality group as a result of this initiative? If so, who may be affected and why? Or is it clear at this stage that it will be equality “neutral”?

The majority of the policy applies to all staff except for the section on drug and alcohol screening. Within this section there are 2 lists of roles that will be tested; List 1 for the most safety critical roles and list 2 for safety critical roles.

As of 3rd Sept 2020

List 1 - currently 162 people in those roles;

8 female Age: 30-39 = 1, 40-49 = 1, 50-59 = 6

154 male Age: 18-19 = 1, 20-29 = 6, 30-39 = 29, 40-49 = 27, 50-59 = 64, 60-69 = 25, 70-79 = 2

List 2 - currently 27 people in those roles

10 female Age: all over 50

17 male Age: 40-49 = 4, 50-59 = 9, 60-69 = 4

This shows that the main group that will currently be affected by the screening element of the policy will be males aged 40 years old and older. There is no reason why these roles can't be done by males or females or by a variety of age groups, so this data may change over time.

The 'for cause' drug and alcohol screening will be only be carried out once a manager has completed the manager's checklist showing the reason why the test is being requested

The random drug and alcohol screening will only be carried out on those roles that have been identified as safety critical or where the staff has a role in safeguarding children or adults. That list has been agreed by Unison.

The screening process can identify any medication that might affect the test outcome to ensure that a positive test is not due to any medication being taken by the individual.

The potential for the individual to have an underlying disability will be considered on a case by case basis.

Q.3. Is the impact of the initiative - whether positive or negative - significant enough to warrant a more detailed assessment (Stage 2 - see guidance)? If not, will there be monitoring and review to assess the impact over a period of time? Briefly (bullet points) give reasons for your answer and any steps you are taking to address particular issues, including any consultation with staff or external groups/agencies.

It is not considered necessary to have a more detailed assessment. The policy will be reviewed in three years time and at this point, the equality impact assessment will also be reviewed.