

Substance misuse

It is the responsibility of all those who work for or on behalf of Grounds Training to take reasonable steps to safeguard their own health and welfare and that of others. It is also expected that Learners will do the same.

As a Training Provider, we are responsible for ensuring that;

- All incidents are reported and documented
- Risk assessments are conducted and stored in line with awarding body requirements
- Relevant health, safety and welfare legislation, policies and procedures are complied with and guidance provided

Learners must take care of their own health and welfare and report all health and safety concerns to the appropriate person, which may be their Instructor or Assessor.

Instructor/Assessors are responsible for assessing and reasonably foreseeing any significant risks prior to commencing any training or assessment activities. They must ensure that a risk assessment is carried out and that everyone is well informed of any significant health, safety and welfare risks associated with the delivery of training or assessment. In order to do this they must:

- Discuss potential health, safety and welfare risks with Learners
- Ensure risk assessments are carried out and control measures are communicated
- Ensure that all risks have been considered
- Update the risk assessment if further significant risks are identified
- Return completed risk assessments to Grounds Training (Sampson Training Limited)

Substance misuse in training

Alcohol or drugs should not be brought into venues where the company is delivering training under any circumstances. Our policy is that during training courses or assessments Learners, Instructors, Assessors and any other individual involved in training or assessment delivery must be free from the influence of illegal drugs and alcohol to ensure the health, safety and welfare of other Learners and others with whom they come into contact with. In addition, they need to;

- Ensure they are aware of the side-effects of any prescription drugs
- Advise Grounds Training or the Instructor/Assessor immediately of any side effects of prescription drugs which may affect their concentration, performance or the health, safety and welfare of themselves or others (e.g. drowsiness)

The rules on alcohol and drugs will be strictly enforced. If any individual involved in training or assessment delivery is found to be under the influence of illegal drugs or alcohol before or during a course they will be asked to leave the course immediately. Lantra will be informed of any incident relating to a Lantra training event or qualification. All matters concerning alcohol and drugs shall be treated as confidential.

All Learners, Instructors, Assessors, or any other individual involved in training or assessment delivery will be treated consistently and fairly in line with this policy. The Managing Director has the ultimate responsibility for health and safety matters and will oversee any investigation.