



Our Training Opportunities

Supporting Alcohol and Drug Misuse in
the Workplace

February 2021

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Supporting Alcohol and Drug Misuse in the Workplace

The COVID-19 pandemic and associated restrictions have affected all our lives. Many of us have had to quickly adapt to working in new ways – predominately working from home and teamworking remotely – creating new pressures on us at work. It's not just work. There are also new pressures in our home life as we live with these restrictions, childcare challenges and more.

Supporting employee welfare has never been more important than it is now.

A Chartered Institute of Personnel and Development (CIPD) survey¹ conducted in August 2020 found that over a quarter (27%) of those surveyed had increased their alcohol consumption because of the pandemic and associated restrictions.

Further reports have shown an increase in people drinking earlier in the day² and 90% of those surveyed admitting to drinking while working at home³.

Several studies have found increased consumption during the pandemic linked to mental health, boredom, and isolation. A recent survey by Alcohol Focus Scotland found that 18% of those surveyed had drunk to handle stress/anxiety overall, and half had drunk more than usual to handle stress/anxiety.

At Alcohol Focus Scotland, we strongly recommend support for alcohol and drug misuse as part of employer's wellbeing offer including a robust, supportive policy and education for staff and managers.

Read on to find out how we can support your organisation and employees.

¹ Chartered Institute of Personnel and Development. (2020). Managing Alcohol & Drug Misuse at Work. Available: https://www.cipd.co.uk/Images/drug-alcohol-misuse-work-report-1_tcm18-83090.pdf. Last accessed 26th Jan 2021.

² Professor Adam R Winstock MD. (2020). Global Drug Survey - Special Edition on COVID-19. Available: https://www.globaldrugsurvey.com/wp-content/themes/globaldrugsurvey/assets/GDS_COVID-19-GLOBAL_Interim_Report-2020.pdf. Last accessed 1st Feb 2021.

³ HRNews. (2020). *90% admit to boozing while working from home*. Available: <http://hrnews.co.uk/90-admit-to-boozing-while-working-from-home/>. Last accessed 1st Feb 2021.

For the whole organisation

Alcohol Affects Us All



In short:

Training aimed at providing participants with an introduction to alcohol; the impact it has on the individual, the workplace and wider Scottish society; and how to make informed choices about consumption.

Who is it for?

Anyone seeking to better understand alcohol and its impact in the workplace and in the wider community.

Learning outcomes:

- Describe alcohol as a substance and explore how it affects the body.
- Explore the impact of the COVID-19 pandemic and related restrictions on consumption.
- Discuss the impact of alcohol on the workplace and wider Scottish society.
- Describe safer approaches to consumption.

How can I access it?

- Remote tutor led (Either via Zoom or Microsoft Teams)
- Mini 1hr session e.g. Breakfast Brief or Lunch and Learn

"One of the most enjoyable courses I have ever been on".

"Great exercises which made the course interesting and relevant, enjoyed participation aspect of the course, engaging delivery".

"Fun and interactive course with good group activities to keep you engaged, course trainer approachable and well presented".

For Line Managers

Managing Alcohol & Drugs in the Workplace



In short:

Training aimed at providing participants with an introduction to the impact alcohol and drugs have on Scottish society and specific guidance on how to address alcohol and drug related issues in the workplace.

Who is it for?

Anyone with responsibility for supervising or managing staff and HR professionals.

Learning outcomes:

- Discuss the impact of alcohol and drugs on Scottish society.
- Explore the impact of the COVID-19 pandemic and related restrictions on consumption.
- Discuss good practice in workplace alcohol and drug policy.
- Demonstrate how to raise and manage alcohol and drug related issues in the workplace.

How can I access it?

- Remote tutor led (Either via Zoom or Microsoft Teams)
- Mini 1hr session e.g. Breakfast Brief or Lunch and Learn

“Great course. Very thought provoking”.

“The course was really interesting and was delivered with a good mix of tutor led, group discussions and feedback”.

“I am better prepared to speak to staff if I have concerns sooner rather than later”.

Training Timings & Pricing

Method of Delivery	Maximum Participants per Session	Duration (Hours)	Price+
Remote tutor-led	15	3	£350 per session
Mini session, Breakfast Brief or Lunch and Learn*	15	1	£200 per session

+Alcohol Focus Scotland can offer discounts on multiple bookings. Speak to a member of our Learning & Development team about your needs.

*Mini sessions can cover the whole topic or part of the topic. i.e. an hour on Managing Alcohol & Drugs in the Workplace versus an hour on Alcohol & Drug Policy.

About Us

Alcohol Focus Scotland is the national charity working to prevent and reduce alcohol-related harm.

We aim to reduce the impact of alcohol on individuals, families, communities and Scotland as a whole. We want to see fewer people have their health damaged or lives cut short due to alcohol, fewer children and families suffering as a result of other people's drinking, and communities free from alcohol-related crime and violence.



Our mission

To play a leading role in creating a world where alcohol is no longer a major cause of harm.

Our vision

A future free from widespread health and social harm caused by alcohol.

Our values

Independent, equalities-focused, evidence-based, respectful, and collaborative.

Our work

- Promoting effective alcohol policies at local, national, and international level.
- Communicating news, information, research findings and briefings.
- Gathering evidence of the harm caused by alcohol and of the most effective and cost-effective policies.
- Developing learning opportunities and resources to support best practice.

Why choose our Learning & Development?

At the forefront of policy

Alcohol Focus Scotland has led the way in Scotland, and internationally, in advocating an evidence-based approach to tackling alcohol misuse. We have been successful in helping to deliver a more progressive strategy in Scotland and working with partners to shape the debate at UK, European and global level.

Stakeholder Engagement

We work closely with the Scottish Government; local authorities; NHS; Alcohol & Drug Partnerships; social work; schools; nurseries; and a range of other stakeholders to ensure we deliver learning and development that is linked to the latest policies and approaches, including the Adverse Childhood Experiences (ACEs) agenda, GIRFEC and the Curriculum for Excellence.

“Alcohol Focus Scotland’s sessions were well-paced, interesting and had relevant content with a good tie in with associated latent health risks. They provided plenty of information and positive advice which wasn’t over bearing or prescriptive with regard to lifestyle change. The moderation message was clear but still gave enough information for those with problems to really start to self reflect”. (Rolls Royce)

Bespoke to suit your needs

All of our learning programmes can be bespoke to focus on the particular aspects you need. We can also adjust timings and break down courses to suit your needs.

Thoroughly evaluated

We believe that evaluation is a critical element of the learning process and our team are dedicated to the ongoing review and evaluation of our learning and development resources.

At your venue or try ours

Our team can travel across the country to bring our learning and development opportunities to you. Or why not take advantage of our spacious venue in the very heart of Glasgow city centre?

“Thank you for assisting HMRC East Kilbride to deliver our ‘Learning at Work Week’ event. Staff feedback has been incredibly positive and we are extremely grateful to you for taking time out to come along and educate and inspire our people”. (HMRC, East Kilbride)

Meet our Team

Alcohol Focus Scotland’s learning and development has been an integral part of our work for over 40 years.

As an accredited training provider in Scotland, we are well established and have a proven track record for developing and delivering quality, effective and evidence-based learning solutions to diverse audiences.

Our experienced team of trainers and facilitators are professionally qualified and our commitment to monitoring and evaluation ensures that our programmes achieve the identified learning outcomes and results.



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