

Alcohol in the workplace: our services

Alcohol plays a role in many of our lives, so many of us don't think about alcohol harm as a serious issue. In reality, alcohol can have a damaging effect on workplace productivity, safety, health and morale – but this is avoidable.

Alcohol Change UK has helped businesses across the UK improve their policies, promote health and wellbeing of employees and contribute to their Corporate Social Responsibility agenda.

Research shows that effective alcohol policies can reduce absenteeism, increase productivity and provide substantial returns on investment.



Developing or maximising impact of your alcohol policy

A workplace alcohol policy reflects a company's values and sets out guidelines and procedures that dovetail with other organisational policies. Research shows that effective alcohol policies can reduce absenteeism, increase productivity and provide substantial returns on investment.

We provide a specialist alcohol audit service through which we assess elements of your organisation and make recommendations for how you can improve your approach to preventing and dealing with alcohol harm.

Following the audit, we will provide key recommendations for your organisation to maximise the impact of your existing alcohol policy, or develop with you a bespoke organisational alcohol policy from scratch.

We can audit some or all of your:

- policies and procedures
- line management practices
- culture and norms

Audits can also look at:

- risk, health and safety
- wellbeing
- productivity
- inclusion

Our audits can be as short as a half day review of policies, through to a more thorough review incorporating staff surveys, interviews with key stakeholders, observation and focus groups. We are able to advise organisations of all sizes.

We can develop with you a bespoke organisational alcohol policy from scratch.



Implementing an alcohol policy

We can help guide your organisation through a change project to implement our audit recommendations or your new policy.

This might include making changes to existing policies, presenting to members of your senior team, or working to improve workplace culture.

Bespoke training

We provide training which can be tailored to your specific needs. Example training courses include:

Training for managers and HR teams

This one-day training programme gives managers the skills and confidence to respond appropriately to alcohol-related harm in the workplace, for example a colleague with a drinking problem.

Training will ensure that those with direct reports understand how to interpret and implement the organisation's alcohol policy and feel confident in raising the issue of substance misuse with staff.

It will also equip your team with effective evidence-based tools recommended by the Department of Health, NICE guidance and the World Health Organisation.

Training for your health and wellbeing champions

This training course focuses on developing champions' skills in screening for alcohol misuse among staff and delivering a short, evidence-based intervention. These tools are also adaptable for other lifestyle issues.

Coaching and advice

We provide coaching for managers and HR teams who are working with staff members with a drink problem or managing an alcohol-related incident.

Alcohol awareness as part of your wellbeing strategy

We run several health and alcohol awareness activities to improve your employees' wellbeing long-term. We offer information to support all staff to drink more healthily, clear up some alcohol myths and provide a route for staff who are concerned about their drinking to access confidential support.

Alcohol awareness stands

Our interactive stands are the perfect opportunity for your staff to ask questions about all things alcohol, including talking to children about alcohol, units and calories in common drinks, and the health risks posed by drinking too much. We can offer personal advice, and signpost your employees to any extra information or support they need.

Alcohol quiz

Our team quiz is a lighter, fun way to introduce alcohol awareness to staff. Plenty of time is allowed for questions and discussion and we give a demonstration of how to use web and app-based tools to measure drinking.

To find out more about how our services can enhance your organisation's health and wellbeing, please call us on 020 3907 8480 or email contact@alcoholchange.org.uk.

www.alcoholchange.org.uk